

LEATHER and SHOES

The International Shoe and Leather Weekly



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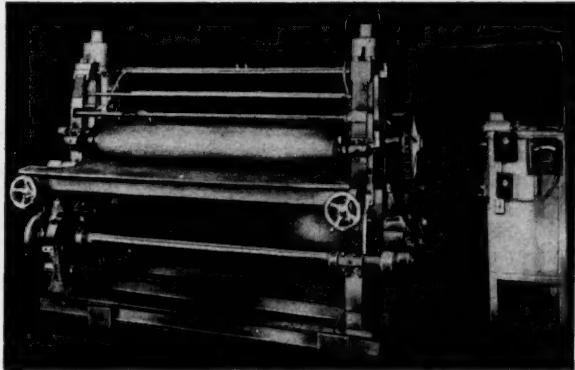
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LEATHER and SHOES

ESTABLISHED 1890

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No. 15

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LEATHER and SHOES

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Under present conditions, demand for Hycar materials exceeds supply. However, limited quantities are available for development work. For technical bulletins and advice, write Dept. HI-5, B. F. Goodrich Chemical Company, Rose Building, Cleveland 15, Ohio. Cable address: Goodchemco.

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GROWING PAINS

An example of how children's shoes are subject of critical attack

A FEW WEEKS ago a book, "Your Children's Feet," was published in England. It contained a severe and damaging criticism of the shoe industry for failing to make and fit shoes properly for children's feet, which, according to the author, Charles A. Pratt, has resulted in an incidence of 80 percent of foot deformity among children. Almost instantly the *Daily Mirror* of London, a newspaper with perhaps the world's largest daily circulation, devoted a full page to the book and its contents. And overnight all London was talking about the book and casting an angry eye at the British shoe industry.

Mr. Pratt, basing his book upon examinations of the feet of several hundred school children, plus a detailed study of their footwear, swung hard and furiously at the shoe industry. "Four out of five children in this country have bad feet because of the wrongly designed shoes that are made for them to wear. Most children's shoes now on sale cannot help harming young feet that are put into them . . . Most manufacturers are too blind or too unforunately obstinate to admit they are wrong."

Such was the tone of the book, plus the *Daily Mirror* story. Pratt presented an array of "facts and figures" to support his contentions and findings.

The British shoe industry howled in victimized agony at the "unfairness" of the treatment accorded it in the book and the newspaper account. Shoe manufacturers and retailers alike took sharp issue with the "scandalous presentation" of Pratt's material. Mr. H. Bradley, Director of the Boot Trades Research Association, sent a letter to the *Daily Mirror*, which published it. It read in part: "I have no desire to make light of the problem or to deny its existence. The economic puzzle of shoeing the dynamic, growing foot of the child in an efficient, serviceable manner with true balance between shoe life and

L and S Editorial

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1000-3000, 2½c each; 5000 or over,
1½c each.

foot growth, and at the right price, is a puzzle of the first magnitude—a real headache. But the right answer is not to be achieved by a slanging match. The shoe industry is making conscientious efforts to solve this problem."

Mr. Bradley criticized Pratt's book. But Pratt replied that Bradley did not give any evidence to refute the high incidence (80 percent) of deformity in children's feet. "This alone justifies the publicity given to this matter . . . and demands explanation" to the public by the shoe industry.

Out of this furore has already come some action. The House of Commons has asked the Minister of Education to take steps to insure medical attention to children's feet in public schools.

All of this could happen in the U.S.

Bear in mind that our U. S. "statistics" on the incidence of foot defects among children are also around 80 percent. Already three states—Massachusetts, Rhode Island and California—have laws requiring compulsory foot examinations among school children, and nearly thirty other states are considering similar legislation. There is a good deal of publicity given to children's shoe and foot problems, and some shoe men, along with foot doctors and physicians, are striving to institute legislation requiring the licensing of children's shoe fitters. In short, there is a growing public consciousness in the U. S. concerning children's shoes and feet.

What has the shoe industry done to answer or counteract this critical commentary about children's shoes?

To date, very little. It's interesting to note that author Pratt had the British shoe manufacturers over a barrel simply because it could not furnish concrete and convincing answers to his widely publicized criticisms. It makes no difference whether Pratt's claims were justified or not, The shoe industry was caught flat-footed, unable to demonstrate to the critics and the public that the situation was different than that claimed by Pratt.

Mr. Pratt's response to the shoe industry's weak rebuttal was simple but powerful: If children's shoes presumably fit well, as shoe men claim, then how do they explain the incidence of 80 percent of foot defects among school children?

Because the industry's answers were so weak, the public obviously sided with Pratt and his claims. The battle was won not because of the strength of the aggressor but because of the weakness of the defendant.

In this light our own industry is vulnerable to attack pertaining to children's footwear and feet. When adults have foot ills the public response is diluted in sympathy because many of these ills can be ascribed to self negligence and abuse of the individual. But in the case of "helpless" children, public response is far less forgiving.

How is the shoe industry to protect itself against criticism and attack? By a permanent research organization designed to serve two purposes:

(1) To correct existing faults—based upon technical investigation, analysis and remedy;

(2) To counteract unjustified criticism or attack. A defense based upon information disseminated to the public and substantiated by the efforts of the research organization.

The shoe industry's lack of means of self-defense in this specific case is a soft under-belly of vulnerability. So long as it remains soft it will always be subject to attack.



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Lighted on 3 sides by windows reaching to the ceiling, the employee cafeteria has a seating capacity of over 400 persons at tables for four, the choice of Florsheim employees.

Contributing To Better Employee Relations

FLORSHEIM'S MODERN CAFETERIA

In-plant feeding facilities compare with the finest restaurant

By Edmund Mottershead

FIVE HUNDRED full hot meals each noon plus several hundred "snacks" is the normal production of the new employee cafeteria in the recently constructed Florsheim Shoe Company's downtown plant in Chicago. Over 1100 employees in the new plant, the first factory to be built in or adjacent to the Chicago loop in more than ten years, enjoy the convenience of this modern and economical facility.

The employee cafeteria was installed as a part of the Florsheim

plan to construct the most modern and complete plant possible for shoe manufacturing. Two identical men's shoe manufacturing units are quartered in the new building. One unit occupies all of the fourth floor and the east wing of the fifth. The other, known as the Adams plant, occupies the second floor, and all of the third except the west wing, which houses the plant first aid department and the new cafeteria.

Before the erection of the new building, the employee cafeteria at the

old Florsheim plant prepared only coffee and salads on the spot, with cooked food for hot meals being brought in by an outside catering service. Under the new set-up, all food is prepared in the completely equipped and modern kitchen. Florsheim sets cafeteria policy, but actual work of food handling and preparation is carried out by Szabo Food Service's industrial division, which operates the cafeteria with a manager-chef, a dishwasher, and two counter girls. These people are employed by

Szabo, not by Florsheim. During the noon hour rush 10 factory girls provide extra help at the counters, exchanging half an hour of their lunch period for their lunches.

All food and beverages are served with regular dishes, cups, and glassware, except where food is taken out of the cafeteria. Employees patronizing the cafeteria are required to carry their dirty dishes to a window opening on the Universal dishwashing machine, operated by one man who is able to have all dishes clean and stacked away an hour after the cafeteria closes at 1 o'clock. Additional bus boys are provided by plant porters who also devote a half hour of their lunch time in exchange for their lunch.

Accommodates 400

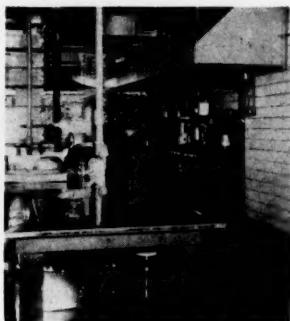
As on factory and office floors, large windows which reach to the ceiling, extend without interruption for the full length of three sides of the light, airy room. Additional lighting is provided by industrial-type fluorescent fixtures, so that a minimum of 35 foot-candles of light are provided at all times. Cheerful colors are used on the asphalt tile flooring, the chairs, and modern tables. Dining tables in accordance with the preference expressed by employees, seat only four persons each. The cafeteria has total accommodations for 400 persons at one time.

Always Spotless

The kitchen floor is bare concrete, easily kept clean by mopping. The cafeteria itself is kept spotless, in line with general company policy to enforce rigid standards of housekeeping throughout the plant. No employees are permitted to eat at their workplace. Factory employees naturally prefer the attractive cafeteria to their workbench as a place to eat, and office employees help maintain plant housekeeping by following the same rule.

Lunch periods for employees are 42 minutes. These are staggered for the two plants in the building to avoid congestion in the cafeteria. This 42-minute lunch period, like the Florsheim Company's working day—which neither begins nor ends on an even hour—is a wartime inheritance. Originally adopted at the request of transportation authorities, the work day begins at 7:42 a.m., and ends at 4:24 p.m. It proved popular with the workers and was not changed at the war's end. The cafeteria is opened at 11:30 a.m., and closes at 1:00 p.m.

Food Cooked Here



All cooked food for the cafeteria is prepared on the South Bend range, French Frier, or with the Steam Kettle or Steam Cooker.

The menu for a typical lunch will include a soup, a choice of three main meat dishes, for example: roast round of beef au jus with vegetable and potato, steamed thuringer and sauerkraut with vegetable and potato, chili mac with vegetable, each at slightly different prices. A full assortment of meat, cheese, or salad sandwiches is offered. Twelve to 15 different salads may be available each noon-time. A similar number of desserts including pies, puddings, fruits, and ice cream are offered. Beverages include milk, hot chocolate, tea, coffee, fruit juices, and other seasonal items.

Prices in the cafeteria are competitive or slightly below those of restaurants in the area surrounding the plant. While there is no official company "subsidy" of the operation, heat, light, space, and all equipment as well as a certain amount of management supervision are provided without being charged against food costs. Normally, from month to month, income and expense on the operation reach a break-even point plus or minus as little as five or ten dollars. The entire operation is designed to provide just one more convenience to Florsheim employees and help attract desirable workers to the plant.

Hot meals are served from a 60-foot stainless steel steam table on one side of the cafeteria. Several hundred employees bring their own lunch each day and get soups and beverages and deserts from a "snack bar" across the room. Equipment is completely modern throughout. In addition to the

dishwasher, the kitchen contains a range, French Frier, Steam Kettle, Steam Cooker, as well as modern mixing equipment, work tables, and accessory utensils and tools. Two ice cream freezers and an 800-cubic-foot cooler provide refrigeration.

The employes generally react very favorably to the facilities provided. Seasonal variations in volume of business do occur, with lighter volume during the summer when employes can get out and enjoy a bit of fresh air at lunch time, and a heavier patronage of the cafeteria during the winter when inclement weather is more common.

Monument to Employees

An outgrowth of basic company philosophy that the future belongs to those who build for it, the new cafeteria, as part of the new Florsheim plant, is in a sense a monument to the achievements of a substantial portion of its employes who have been with the company for more than twenty years. To preserve the old adage: "A company is known by the men it keeps," and it is in keeping with this spirit that the cafeteria, and other employee facilities and conveniences, are operated at Florsheim Company.

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A COMPLETE TANNERY SAFETY PROGRAM

Rueping made a full-scale attack—saved \$55,000 in a single year

By Clayton F. Van Pelt

President, Fred Rueping Leather Co.

We at Rueping feel that if there is any particular distinction in the tanning industry which our company has earned, it has come about through the combined efforts of our employees and management to make our tannery a better place in which to work.

We have just completed a reconstruction program at Fond du Lac which has converted our 97-year-old tannery into a more modern and efficient plant. A particularly interesting point is that this physical reconstruction was accomplished over a three-year period without any loss of production.

First Impression Strong

I'll never forget the first time I looked at our tannery. I noticed a man, his back bent almost double, pushing the biggest wheelbarrow I ever saw in my life—loaded with fleshings. He was inching it up a slippery incline to the door of a boxcar where it was to be dumped. I stepped inside and found another such wheelbarrow, heavily loaded with hides, being pushed up the incline into the hide cellar. Here the man was being given a little help by a chain attached to the front, and operated by a winch.

There were many more such sights. I don't have to tell you what they were—the old dingy, foul smelling, low ceiling buildings, the open gears and line shafts, the precarious cat-walks between the open lime vats, the slimy wet floors.

We decided that there must be some better way.

We borrowed a bit from my ex-



C. F. Van Pelt

perience of fifteen years as a circuit judge. I remembered that a jury was often a great help in a court trial. We decided to empanel a "jury" to help us. It consisted of a shop planning committee of fifteen veteran employees. To them we entrusted the task of planning the future layout of the Rueping plant. They spent months culling innuerable suggestions from the rank and file of employees before the new production line was actually plotted. Our belief that our employees would be genuinely interested in planning their own better working conditions was fully justified. With the advisory guidance of management and a firm of architects, the members of this committee worked steadily on days off, weekends and at night. You can

perhaps imagine the amount of planning required to reconstruct our old five-story layout into two compact floors, with priority always given to maintaining leather production. Some 52 processes had to be relocated department by department.

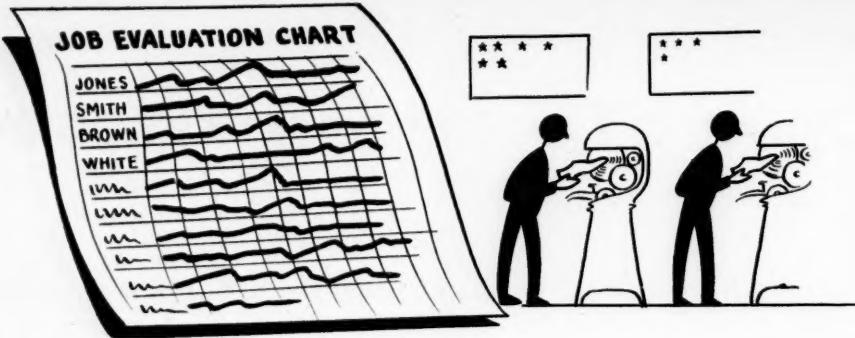
Accident Rate Down

Yet, despite the construction work, despite the fact that a process might be done in one place today, in another tomorrow, our accident frequency rate steadily declined throughout the reconstruction period and today is at its lowest point in our history.

This kind of safety progress does not and cannot come from management alone. We have given our people ample room in which to do their work in well ventilated and well lighted departments, a chance for good housekeeping, for cleanliness and order. We have replaced the heavy, cumbersome hide-laden wheelbarrows with a fleet of electric lift trucks and automatic transporters. We have replaced the old heavy, manually handled pasting boards by glass plates suspended from monorails—to mention a few things. But experience has shown that all the safety precautions that management may provide will not, of themselves, produce a good accident experience. Good accident prevention records are made only when management is able to gain the confidence and secure the cooperation of the individual employees.

The improving safety record at Rueping's we feel can be traced back

Condensed from an address delivered before the Greater New York Safety Council, April 3.



MERIT RATING IN SHOE FactORIES

Scientific job evaluation results in better work, more economy

By Paul L. Maher

National Employee Relations Institute, Inc.

HERE are a number of phases in the application of management engineering principles to shoe manufacturing as outlined in the article "Cost and Profit Engineering for Shoe Factories" in LEATHER AND SHOES, April 22, 1950. "Shoe Factory Work Simplification," covering one major phase, followed in the September 2, 1950, issue of this publication.

Job Analysis, Occupational Evaluation and Merit Rating are other steps in a thorough plan to better the organization and operation and to lower costs of production. Every effort should be made to utilize manpower effectively in these critical days of war.

The significance of Job-Content Analysis and Job Description in the longer-established, basic industries, such as shoe manufacturing, there is quite usually a tendency to minimize or reject some of the procedures for obtaining progressive factory operation. This is true especially in the medium and smaller sized plants. In these plants there is often a partial or biased familiarity with the general layout, the departments, sections and operations which may cause management to overlook the advantages of new approaches to determine better

potentialities for the strenuous efforts being applied by the direct workers, the supervisors and the management.

Job-Content Analysis and Job De-

L & S

The goal of job evaluation is to find the relative worth of each job within a plant to set up a schedule for these jobs, graduated according to technical experience and ability required to perform each type of work. Every operation in the plant, therefore, must be evaluated or rated in relation to its importance with every other job in the plant. A job evaluation study should not be considered lightly, nor should it be delegated to individuals or to organizations without the proper concept of its importance.

From the chapter on Job Evaluation, in "Pacemakers Of Progress," by Harold R. Quimby.

L & S

scriptions are two of the procedures that may rather easily be slighted or casually omitted from a program to enliven the activities of an organization. The old procedures are thus continued. A shoe factory which has good job analyses and adequate, reliable and up-to-date job descriptions would not give up these aids to better organization. But a factory which has not benefited by these means of progress may neither realize what is being missed nor comprehend the losses incurred from the absence of such tools of classified knowledge or science.

In analyzing the jobs and describing their contents, the relation of one job to another job and the over-laps or duplications in jobs are brought to light and thus may be subjected to scrutiny and constructive consideration.

Job-Content Analysis is fundamentally simple in the shoe factory. But it must be thorough and complete to be worth-while. The procedure must be consistent and uniform to have all of the analyses equivalent in form and extent. Every job has responsibilities, duties, work to be performed, some superior to whom to report, equipment or ma-

(Continued on Page 41)

**There's better
business
IN OUTER SOLES
THAT "GRIP
THE STITCH"**



Whatever your methods of binding soles to uppers, you'll get best results with the soling material that holds the stitching firmest. With England Walton quality leathers, for example, you not only reduce such factory mishaps as ruptured or misshapen soles to a minimum — you also build better performance into your shoes. That's because the tough, interlaced fibres of England Walton soles close around the thread with a grip that holds tightly during all the strains of manufacturing, and throughout a long lifetime of wear . . . A good way, incidentally, to strengthen *your* grip on customer-satisfaction — and profits.

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SULPHITE CELLULOSE TANNING EXTRACT

Chemical preparation and types of leather produced with its use

by Frederic L. Hilbert

THE chemistry underlying the sulphite process for the preparation of paper pulp from wood is very difficult and complicated. This is because thermodynamic and other pertinent data are somewhat incomplete.

When wood is cooked or digested with calcium bisulphite—magnesium bisulphite—sulphur dioxide liquor the lignin of the ligno-cellulose complex is probably converted to calcium and magnesium ligno-sulphonic acid, presumably by addition to the unsaturated linkages of the lignin molecule. The pulp obtained by means of the sulphite process is invariably called sulphite pulp. It is the pulp or cellulose obtained by the use of the sulphite process. It should be a simple matter to understand how the waste liquors from paper mills obtained the name, which many consider to be a misnomer "sulphite-cellulose" waste liquors. This is also the case regarding the tanning extract obtained by purifying and concentrating these liquors, which from the beginning have been known as "sulphite-cellulose extracts."

There are several systems in general use for the production of sulphite paper pulp. Naturally the paper manufacturer employs the system which will yield a variety of pulp best suited to the type or quality of the paper he wishes to produce. There are some types of waste sulphite liquors which are more suitable for the manufacture of sulphite-cellulose extracts than others. The quality or value of the sulphite-cellulose extracts depends not only upon the nature of

the waste sulphite liquor, but also upon the efficiency of the processing or purification of the waste sulphite liquors, to produce satisfactory sulphite-cellulose extract for leather-making purposes.

Method of Preparation

Among the methods for the preparation of sulphite cooking liquors is the "milk-of-lime system." The process consists essentially of slaking burnt lime containing a high percentage of magnesia with water in sufficient amount to produce a satisfactory suspension. A high percentage of magnesia is desirable because the magnesium sulphites formed are more soluble than the corresponding calcium compounds. The final cooking liquor is obtained by treatment with sulphur dioxide gas. As a general rule, dolomite, a mineral consisting of calcium and magnesium carbonate, $\text{Ca Mg} (\text{CO}_3)_2$, is used. Normal dolomite contains the two carbonates in equal molecular proportions. It is not an isomorphous mixture of calcium and magnesium carbonates, but a double salt. The mineral was discovered by N. T. Seresin, in 1792, and named in honor of the French geologist D. G. Dolomieu.

During the cooking stage of the sulphite pulp-making process, lignin and other non-cellulose constituents of the wood are removed mostly in the form of their calcium or magnesium sulphonates. At the end of the cooking the liquor contains nearly all of the acid introduced into the

process and about 50 percent of the weight of the original wood that went into the process. Obviously, the disposal of the waste liquor presents a serious problem. In former times, it was the common practice to allow the waste liquors to flow into a nearby stream. Under our present laws pertaining to stream pollution it is necessary to employ other means of disposing of waste sulphite process liquors.

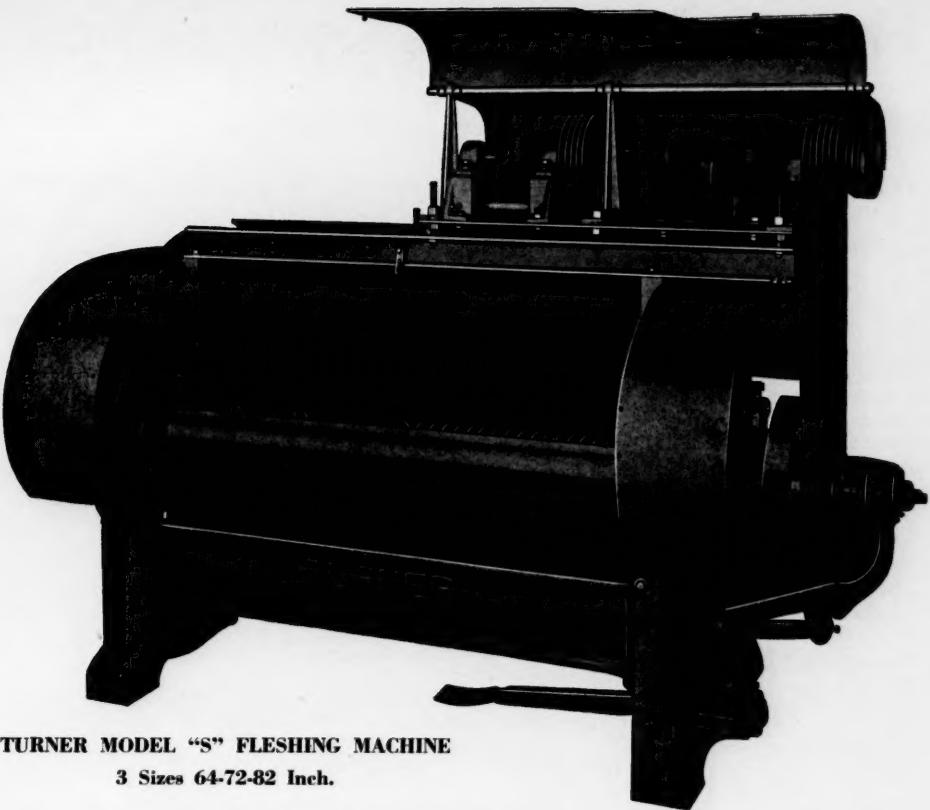
Various means of purification and utilization of waste sulphite liquors have been proposed, and, in many cases, have been found to be of real value. For example, when concentrated to a fairly high degree it has been used as a liquid fuel; a road binder; a core binder in foundries; and as the basis for tanning extracts.

Although the sulphite process is apparently an American invention, by B. C. Tilghman in 1867, the development of sulphite-cellulose or tanning extracts made from waste sulphite liquors seems to have taken place first in Europe, especially England.

Quite recently, a process known as the Marathon-Howard process has been proposed and put into operation, which not only recovers some of the chemicals but also reduces stream pollution. The process is made up of a three-stage lime precipitation treatment. It separates the waste liquors into three components, which are as follows:

1. A calcium sulphite product for use in the preparation of fresh cooking acid.

(Continued on Page 44)



TURNER MODEL "S" FLESHING MACHINE

3 Sizes 64-72-82 Inch.

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NEW IDEAS IN SHOE CONSTRUCTION

Ways to achieve quality and economy in making footwear

TOE TAB

Figure 1 views the upper construction of this process that is based largely on the stitched-in toe tab to assure speed and exactness in making the shoe.

Figure 2 indicates the tab in relation to the insole whose toe end may be cemented onto the tab either before or after stitching in the insole.



FIG. 1



FIG. 2



FIG. 3

Figure 3 has the tab in position. Also, this shows the dished edge of the insole, unlike the conventional sock lining. Again, the welting subsequently attached and resembling wrapper material, introduces the next operation, not of shaping a wrapper over a platform, but of being laid flat. This operation of laying the wrapper flat onto the bottom also forces the upper and dished insole or sock lining into the same position.

Here is a thicker edge created by these additional thicknesses by folding over of all the parts, making a secure bottoming of the sole with cement.

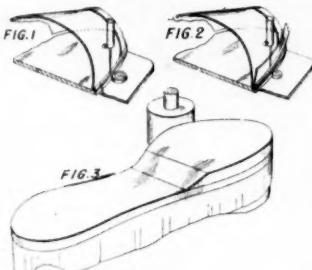
Inventor: A. M. Del Vecchio, Brooklyn, N. Y.; Patent No. 2,500,526.

WRAPPER ATTACHING

This process of shoemaking eliminates the conventional sock lining in slip-lasted shoes by utilizing a platform of approximately 3/16 inches thick. Figure 1 shows how a guide roll, with an outer ring to increase its diameter, controls the distance of the stitch from the shoe edge.

Figure 2 introduces the method of attaching the wrapper and the use of the same gauge with its outer ring removed in order to stitch within the previous make row of stitching.

The next step discloses the several features of an extra thickness of platform material, and a method of higher styling in this kind of structure. Note the extra thickness of the platform layer in the forepart, especially how it is bevelled to taper off at the ball line into the lighter thickness of the shank.



A last may be inserted any time after attaching the upper to the first platform layer. With a last inserted it is much easier to use the revolving sandpaper roll shown in Figure 3. This operation reduces both edges to a common smoothness that makes for smoother wrapper enveloping.

Inventor: A. Cocazella, Lynn, Mass.; Patent No. 2,420,464.

HEEL ASSEMBLING DEVICE

Figure 1 reveals a kind of last fitted over the cone and about the back top with a special gauge and clamp. The gauge functions to accurately position the previously assembled counter section parts, and the clamp to hold the assembly securely in position.

FIG. 1

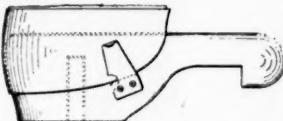


FIG. 2

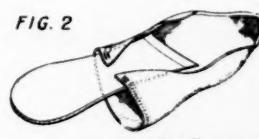
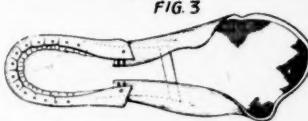


FIG. 3



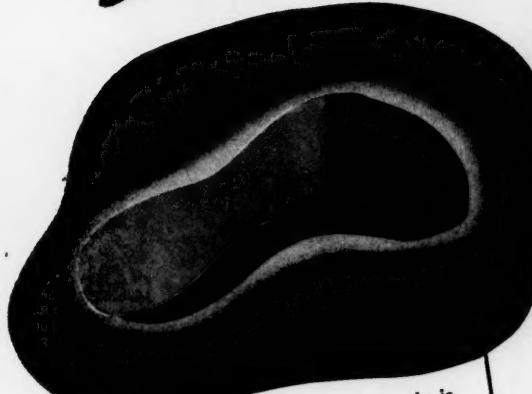
Next follows the slipping into position of the partial insole to which has been stapled the vamp or tip of the upper as shown in Figure 2. There seems no need at this stage to tack on the insole, as the assembly work previously has been done.

Figure 3 shows the completion of the work by this process; the lasting-in of the counter assembly, including tacks uniting the counter and forepart, all done by the Heel Seat Lasting Machine.

The assembly may now be re-lasted, an operation not too clearly explained. Here the shoe may be pulled over the toe quite easily owing to a pull of the upper only from the adjoining end of the center assembly to the toe.

Inventor: V. L. Kneeland, Manchester, N. H. Pat. No. 2,499,510.

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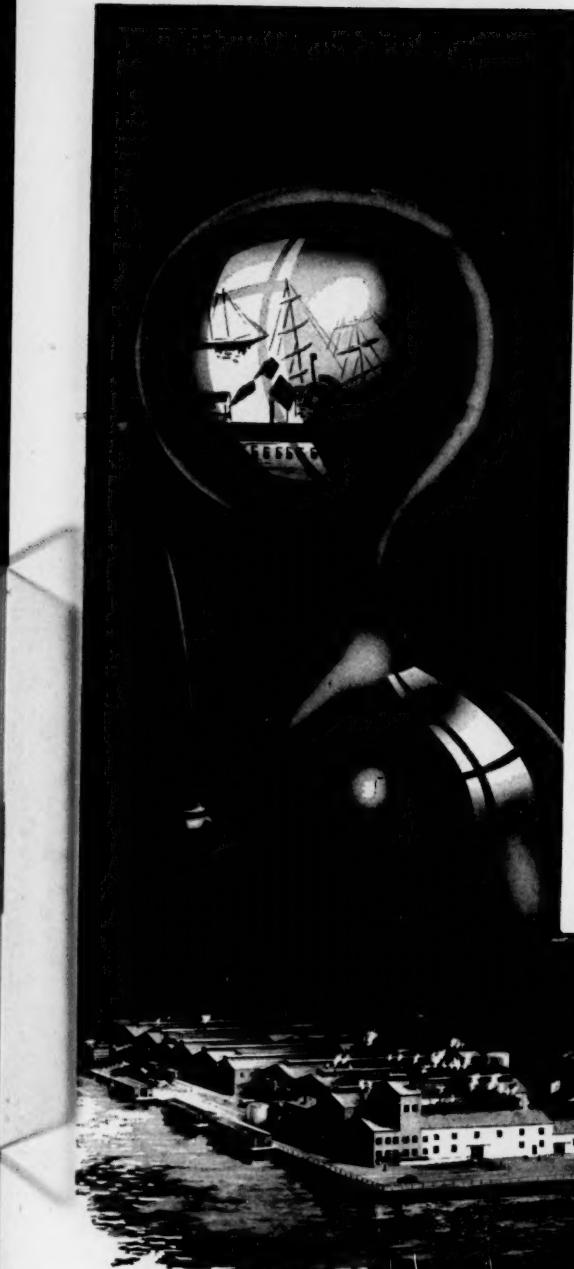
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Over a Century of Progress in Chromium Chemical Production

"Baltimore" and "Bichromate" are names which have been associated with one another for over a century. The upper section of the hour glass shows Baltimore Harbor as it appeared in 1845 when it was the site of the first chromium chemical plant in this country. Shown in the lower picture, are Mutual's new facilities on Baltimore Harbor.

The new plant is the largest chromium chemical plant in the world, and includes the most modern manufacturing techniques developed by industry's leading engineers. With these new facilities, Mutual has provided substantially increased capacity for ever-growing consumer needs.

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Shoe manufacturers really worried by slack in orders. Most are cutting operations to the bone, waiting for new orders before renewing production. Others just hanging on, hoping the slowdown is just seasonal, will pick up as usual next month.

Orders slump due, naturally, to poor retail sales. High sales figures for first quarter are deceptive. Even though retail sales during Jan.-March were well above 1950 period, they were not due to honest demand, prompted more by consumers stocking against future shortage or possible rationing. Government talk of possible shoe rationing by mid-1951 was ill-advised.

As situation stands, consumers bought more shoes than they could safely digest during last quarter 1950, first quarter 1951, now are suffering slight case of indigestion. Overstocked consumer closet inventories must first be relieved before public will venture out in any force for new shoes. This is feeling of many leading retailers polled this week by L&S.

Other factors enter into situation. Government delays on new ceilings for leather and shoes at manufacturers' level holding back some buying. Many consumers figure rollback in the offing, refuse to buy new shoes until prices are settled.

Army's cancellation of close to three million pairs of boots and shoes disappointing to many. Even though prospect is that orders will be reactivated after start of new fiscal year on July 1 (when Army gets new funds appropriation), many manufacturers had been counting on Army orders to tide them over slack season. Now they are in same boat with non-military producers.

One way or another, retail shelves must be lightened before manufacturers receive new orders or releases on old orders. Production will be held at minimum until then. Sales slowdown will be reflected in greatly reduced production during April, possibly part of May. Few manufacturers expect business to pick up much before middle of May unless weather is exceptionally good before then.

Situation as a whole tends to depress prospects of coming shoe shows. Interviewed this week, many manufacturers planning to exhibit at New England

Advance Fall Showing claimed business worst in years, held little optimism for sales at show. Others pointed out that few shoes do big business but that prospects for ensuing weeks, when orders normally pour in, are not good.

Tip-off should come after Popular Price Shoe Show early next month. Prospects are that defense spending will keep nation's purchasing power at high level, that retail sales will pick up under impetus of good weather, Spring buying, etc., and that sales and manufacturing will be extremely active by mid-May. Before then, the sledding will be tough, particularly for the smaller manufacturer.

• • •
Production of leather, shoes, and leather products such as industrial belting, gloves and leather garments for military and industrial use listed 13th on Department of Commerce's revised List of Essential Activities issued this week "for the guidance of the Defense Department in scheduling calls on reservists to active duty, and for the information of Selective Service in determining draft deferments."

For the most part, Washington says, tannery, shoe, leather products workers regarded in critical occupations will receive deferment as long as war situation doesn't change for worse. Joint Commerce-Labor Committee now at work on revision of List of Critical Occupations originally issued Aug. 3, 1950, by Secretary of Labor Tobin. Betting is new list will be far more lenient than original in concept of "critical occupations."

Pressure on leather and shoe manufacturers for workers thus will be slackened provisionally in coming months. Provided workers are not laid off too often or long and migrate to other high-paying industries, most plants will have less trouble holding workers, both from raids of other industries or demands by military forces.

• • •
One pair of combat boots will last the average soldier a full year while on duty in Continental U. S. but only 10 weeks in Korea, according to report from Office of Secretary of Defense. This explains in part the Army's heavy calls for combat boots in recent months, far above what seemed normal requirements.

SHOE TRADE WORRIED OVER SLUMP

SHUTDOWNS RULE MANY SHOE FACTORIES

Lack Of Orders Held Worst In Years

The general slowdown which struck the nation's shoe industry full force this past week found many shoe manufacturers in an unenviable position. Caught in the squeeze between high materials costs and frozen prices, overstocked with both leather and finished shoes, and beset by slumping sales, most shoe men were forced to curtail operations radically.

All were willing to accept the fact that the basis of the slump was largely seasonal. April and early May are ordinarily in-between months when the industry pauses between filling Spring runs and launching on Fall orders. But there appeared to be more than season factors in the picture this year.

A primary concern of most shoe men was the fact that the industry appears to have temporarily overproduced and oversold. Preliminary estimates place shoe output for the first quarter 1951 at 135 million pairs or more than six million pairs above the 128,858,000 pairs turned out in the same period last year. (L&S, March 31).

Based on retail sales figures for the first quarter, this high production would seem justified. However, shoe production over the last half 1950 was also heavy, leaving a substantial backlog unsold at the turn of the year. This held true despite a rush by consumers to stock up on shoes during the first quarter.

As matters stood, retailers and consumers had bought more shoes than they digest. Disappointing Easter sales followed by the usual letdown left retailers overstocked. Consumers who had purchased heavily to avoid shortages, rising prices, possible rationing, now found themselves with full shoe closets.

Other factors in the situation were the unsolved price question which made it difficult for manufacturers to figure prices and cancellation by the Army of three million pairs of boots and shoes. The latter orders had been counted on by many men's manufacturers to take up the slack during the slow season.

At the week's end, the Office of Price Stabilization appeared no

closer to the solution of a tailored pricing regulation for leather and shoes at manufacturers' levels. The Army as much as admitted it could do no further buying until after June 30 when new appropriations would be forthcoming.

Shoe plants over the country were either shut down for indefinite periods or working on greatly curtailed schedules. All manufacturers could do was hope spring weather would bring out consumers in force, help lighten retailer inventories and lead to new orders.

A good part of this hope was focused on coming shoe shows. This week over 200 manufacturers were showing fall lines to jobbers, chain store and department store buyers at the Advance New England Showing. During May 6-10, the Popular Price Shoe Show of America would hold sway in New York. Although manufacturers were not counting on a rush of orders at the shows, they were hoping they would open the dam, bring good orders by mid-May.

Leather markets felt the slowdown acutely as buyers said they had all the leather they could use now, were not even too interested in price concessions offered by tanners trying to keep leather moving. Tanners were offering leather at reduction of 3-10 cents below recent ceilings but there were few takers.

INDIA BANS HIDE AND SKIN EXPORTS

In a surprise move this week, the Government of India announced it has prohibited the export of raw cow and buffalo hides and calf skins. The order is effective as of April 5.

Although details were not available during the week, particularly on existing contracts, the ban did not apply to India-tanned hides and kips. Trade sources felt the action was prompted partly by the soaring prices of Indian hides and skins which prevented domestic tanners from bidding competitively. England, as usual, has been a heavy buyer of Indian rawstock and this buying has served to keep prices at high levels.

In addition, India has been expanding its tanning capacity and Indian tanners are reported to have been complaining that they need more rawstock at lower prices. Late week reports had hide and skin prices weakening fast under impact of the ban.

CUT SOLE INDUSTRY IN FORCED SHUTDOWN

No Leather, No Business For Next Month

The cut sole industry has locked its doors and will be "out of business" for the next month. The shutdown has been forced from a shortage of desired leathers—especially lightweight leathers for women's soles. The shutdown is expected to last for at least a month, with an estimated loss of \$2,000,000 in business to sole cutters.

Cut sole firms describe the forced closing as a direct result of suspended activity in hide trading during February and March. Tanners were either reluctant or unable to process certain leathers during this period, with government price and allocation regulations confused and uncertain. The suspended activity in hide trading and leather processing has now shown its consequences in the cut sole field.

Cutters have been notified by tanners that virtually no supplies of women's lightweight sole leathers will be available during April. Supply will begin to catch up in May—though cutters expect, on the basis of present notifications from tanners, to receive only about 60 to 70 percent of requirements during May. Thus, not until June will supply return to normal. Cut sole firms have virtually no inventory of demanded weights and types at present.

Shoe manufacturers report that under present slow business conditions they can manage with their current inventories of cut soles. However, a number expressed anxiety in the event that substantial orders are booked at the forthcoming Popular Price Shoe Show early next month. Cut sole requirements would then be sudden and heavy—with no cut soles available. This, they point out, could cause a serious bottleneck in production and deliveries.

Cut sole firms and shoe manufacturers alike voiced sharp criticism of the earlier suspension in hide trading and leather processing caused by the "unnecessary delay" in formulating government regulations affecting prices and production. One producer stated, "We are now seeing the evil consequences of bureaucratic stupidity that promises to cost the industry several millions of dollars in lost business."

EXTEND MILITARY SHOE PRICE EXEMPTIONS

New Order Lifts Ceilings Until May 1

In another of its sudden turnabouts over the week-end, the Office of Price Stabilization reversed its decision to junk ceiling price exemptions on military shoe and other products and extended the exemptions another 30 days, retroactive to April 1.

The new ruling, Amendment 5 to SR 1, GCPR, extended to May 1, 1951, temporary exemption from ceiling regulations for "commodities and services normally produced and supplied only for military use." OPS recently issued a listing of types of military footwear to be exempted (L&S, March 24).

Washington sources said the policy reversal resulted from pressure by the Department of Defense and the Munitions Board. OPS officials have been afraid that exemption of the various items from ceiling prices would tend to have an inflationary effect on prices of all materials used in the item.

At the same time, OPS issued GOR 2, effective April 9, aimed at allowing increased ceiling prices to sellers of goods to U. S. agencies, including the military. This would relieve shoe manufacturers, wholesalers and retailers restricted to low ceilings by deliveries on old contracts, allow them to sell shoes and other goods to the Government at current ceilings used on sales to other buyers.

Prices, however, must be adjusted to reflect customary discounts, allowances and differentials in effect Jan. 1-June 30, 1950. Shoe manufacturers may now base ceilings for military orders on prices to any class of customer during the GCPR base period but must adjust their ceilings to reflect customary discounts to buying Government agencies. Base selling period under GCPR was Dec. 19, 1950, to Jan. 25, 1951.

Dockworkers' Strike Hits Sheep Tanneries

About 120 workers in three Maine tanneries face loss of employment as the result of lengthy dockworkers' strikes in Australia and New Zealand. The three tanneries at Canton, Clinton and Bucksport use sheepskins exclusively and depend largely on imports from Australia and New Zealand for their raw material supply.

Lyman W. Smith Company, Canton, appears to be the hardest hit of the Maine tanneries. It specializes in New Zealand skins, while the two other plants also use native skins and a few hides from South America.

Blodgett Tanning Company of Bucksport and Besse Brothers of Clinton are also having supply troubles. None of the tanneries can continue operations beyond another three or four weeks without new shipments of skins, held up since Feb. 19.

Frank E. Besse, Clinton factory owner, said skins had been very scarce the past two months. He said the shortage had forced the price of sheepskins to a new all-time high, explaining that 60% of sheepskins used in this country are imported.

New Zealand skins are used principally in the manufacture of gas meters and rollers used in the textile industry. Native and South American hides are coarser and can't be used in such items, but are used in shoes and handbags.

Chicago Leather Unions In Counter Suits

One of the leather industry's hottest labor contests in years came to a head this week when two tannery unions competing for bargaining agent rights at Triangle Tanning Co., Chicago, filed suit against each other.

The Chicago Leather Workers Union, an affiliate of the Red-dominated International Fur and Leather Workers Union, has brought suit against officers of the Triangle Tanning Co. Employee's Association seeking \$250,000 damages for alleged "lying and besmirching the good name of the IFLWU union."

The Triangle Employee's Association, which has represented company workers for several years and holds a company contract at present, has countered with a suit asking \$500,000 in damages for alleged slanders and unfair practices by IFLWU.

Both unions have been busily seeking votes from company workers for the National Labor Relations Board Bargaining agent election scheduled for April 16. Both sides have been making charges and counter-charges with the Employee's Association emphasizing the Communist records of Ben Gold, IFLWU president, and Irving Potash, vice president, one of 11 Communist leaders convicted of conspiracy to overthrow the U. S. Government.

URGE GOVERNMENT BUY FOREIGN RAWSTOCK

OPS Unable To Set Leather Ceilings

Centralized Government buying of all off-shore raw materials used by the leather industry was strongly recommended to the Office of Price Stabilization late last week by the Leather Industry Advisory Committee.

At a meeting in Washington, the Committee told OPS officials that it would be "impossible" to write a tailored leather pricing regulation without Government purchasing of all hide and skin imports. Without some control or stabilization of imported hide and skin costs, dollars and cents ceilings on finished leather could not hold, they claimed.

Members of the group pointed out the large quantities of cattle hides, calf and kip skins and horsehides imported here annually in addition to heavy imports of goat and sheep skins. Although OPS did not disclose details of the recommended Federal purchasing plan, industry sources felt it included a Government subsidization program as in World War II.

Other difficulties confronting a new pricing regulation at present are uncertainty over what price ceiling base period to use and the problem of covering overhead margins in various parts of the leather industry.

Representing OPS at the meeting were Dickson S. Stauffer, leather pricing executive; Sherwood Gay, consultant; Leonard Kavin, economist; Daniel W. Keeler, Frank Miller, Lawrence Jones, and Joseph A. Moran of the Enforcement Division.

NPA NAMES FOUR TO LEATHER DIVISION

Daniel J. Danahy, former owner of Dan Danahy Shoe Co., Marlboro, Mass., and a past president of the New England Shoe and Leather Association, has been appointed an assistant to Julius G. Schnitzer, director of the National Production Authority's Leather Division.

The NPA also named the following to the Leather Division: Edwin R. Lobaugh, leather chemist and technologist, to the conservation branch; Leonard D. Nectow, assistant to the president of Sam Smith Shoe Corp., Newmarket, N. H., to the shoe branch; and W. D. Chambley, manager of Consolidated Packer Hide Co., San Antonio, Tex., to the hide and skin branch.

LIMIT INVENTORIES, USES OF CASTOR OIL

Order Cuts Leather Use To 60% Base Period

The Department of Agriculture has issued Defense Order No. 1 limiting the use of castor oil (including sulphonated castor oil) in leathers, imitation leathers and coated fabrics to 60 percent of the amount used during the period Oct.-Dec., 1950.

The order, effective April 5, restricts inventories and uses of castor oil by classes of users. Inventories of persons other than a producer, importer, public warehouseman or distributor are limited to a 30-day requirement.

Secretary of Agriculture Charles F. Brannan said that the inventory limitation is to be calculated on the basis of one-third of the permitted use of castor oil during the then current calendar quarter. However, persons who customarily buy castor oil in tank cars may continue to do so.

The order is in accordance with recommendations made by industry representatives of the Industrial Oils Industry Advisory Committee appointed last month to consult with the Department on special defense program problems. It contains no set-aside provisions and no restrictions on the use of castor oil in production of sebacic acid. No restric-

tions on use apply to users of 60 pounds or less per calendar quarter.

Synthetic, foam and natural rubber producers are permitted 100 percent of the Oct.-Dec., 1950 usage but varnishes, lacquers and paints are restricted to 50 percent of base period usage and resins and plastics to 60 percent. All orders must be certified to this effect.

DELPH BUYS FINNIGAN

M. A. Delph Co., Inc., Indianapolis, Ind., hide broker and dealer, has purchased Finnigan Hide Co., Houston, Tex., Merle A. Delph, president, announced this week. The sale, reportedly made in the vicinity of \$500,000, was closed through the Houston Bank & Trust Co., Houston, Tex.

The Delph company with general offices in Indianapolis is associated with and owns shares in a number of rendering plants in Illinois, Arkansas, Oklahoma and Texas. In addition to its hide business, the company is one of the nation's largest buyers of tallow and greases.

Two years ago, Delph purchased the Nortex Hide and Produce Co., Fort Worth, Tex., and E. W. Grunden Co., Oklahoma City, Okla. These firms together with Finnigan Hide Co. will continue under Delph's ownership to operate under their present company name.

Merle A. Delph, who at 41 heads these interests, is at present a dollar-a-year man with the Office of Price Stabilization.

PACIFIC COAST HIDES ROLLED BACK 1c

The Office of Price Stabilization has ordered the ceiling price of Pacific Coast hides except bull hides rolled back by one cent per pound, effective April 14.

OPS' Amendment 1 to Revision 1 of Ceiling Price Regulation 2 set the ceiling for Pacific Coast hides other than bull hides at 27½ cents per pound for hides weighing 68 pounds and up. Previous ceiling under OPS' previous order had been 28½ cents per pound for these hides. No reason was given for the cutback.

Pakistan Revises Rawstock Export Duty

Export duty on raw hides and skins from Pakistan are now assessed directly on average market value, the Consulate General of Pakistan has announced. Previously, rawstock duties had been levied on tariff values computed annually on a basis of price averages over a period of months.

The revision was effected because recent market fluctuations have so altered hide and skin prices that tariff values established Jan. 1, 1951, are no longer representative of true market values, according to the Consulate.

The Government of Pakistan recently removed all restrictions on export of cow and buffalo hides and sheep skins provided they were produced, processed or manufactured in Pakistan. Free export of raw goatskins is allowed only to the American account area.

PANTHER-PANCO WINS ECA AWARD



Officers of Panther-Panco Rubber Co., Inc., Chelsea, Mass., manufacturer of rubber soles and soling materials, accept Marshall Plan "Certificate of Cooperation" awarded company for assisting foreign experts to study American technique of manufacturing rubber soles, heels and soling materials. Presentation was made at Chelsea Chamber of Commerce luncheon by Mayor Joseph A. Melley of Chelsea. Standing, left to right, are S. Abbott Smith, president of Chamber of Commerce; Richard J. Marcus of Panther-Panco; Mayor Melley; David W. Bernstein and Eliot L. Bernstein, both of Panther-Panco.

Boston Shoe Club To Hold Sports Night

An all-Sports program featuring personal appearances by Ted Williams and Lou Boudreau of the Boston Red Sox has been announced by Jack Sandler, president of the Boston Boot and Shoe Club, for the group's 62nd annual meeting. The meeting will be held Wednesday evening, April 25, in the Louis XIV Ballroom of the Hotel Somerset, Boston.

Jerry Moore, sports editor of the Boston Post, will act as master of ceremonies at the annual event. In addition to Williams and Boudreau, he will introduce Steve O'Neill, Red Sox Manager; Joe Cronin, business manager of the Sox; Lou Perini and John Quinn, president and business manager of the Boston Braves; Walter Brown, president of the Boston Garden; and E. Kelley, double-talk artist.

Union Asks New Tannery For Winslow Plant

Announcement of the permanent shutdown on April 26 of the Winslow Bros. & Smith Co. tannery in Norwood, Mass. (L&S, April 7), led to unexpected repercussions this week when officials of International Fur and Leather Workers Union called on Gov. Paul A. Dever of Massachusetts for aid in finding another tanning firm to occupy the soon-to-be-abandoned plant.

James Connolly, president, Michael Donahue, business agent, and Samuel Thomas, all of IFLWU Local 26, along with Atty. George F. Markham, told Gov. Dever that Winslow Bros. was "liquidating a highly profitable operation in Norwood to move into depressed areas of Vermont and New Hampshire where cheap labor can be obtained." They charged the company with conducting a "ruthless drive for superprofits."

The union officers described the Winslow Bros. Norwood plant as "one of the most profitable tannery operations in the country," and claimed it had access to free water rights worth millions of dollars while being ideally located on the New Haven railroad. Earlier, company spokesmen said the plant closing was due to uneconomical operating costs.

The Winslow tannery is now owned

by Armour & Co., Chicago packing firm, which took over control in 1948. The tannery has been in operation since 1776 and in recent years had employed as much as 1000 workers in leather, wool and shearling operations.

Guild Opening Fair

Buying at the first Fall showing of the Guild of Better Shoe Manufacturers which began April 9 at member showrooms in New York was characterized as "fair, at best" by the majority of manufacturers.

Although attendance at the initial showing of high style women's shoes for Fall was good as usual with interest at high pitch, retailers to date have shown small inclination to place more than token orders. This is usually the case, according to exhibitors, who pointed out that the bulk of fall orders are expected from May 15 to June 15.

Some manufacturers expressed concern over the recent slowdown of shoe sales at the retail level. Most felt, however, that the approach of warm weather would spur buying. The pricing situation, particularly as affected by Government delays in setting new manufacturers' ceilings, is not expected to hamper sales in this field as much as it has affected lower priced lines.

SAFETY RATE SPOTTY

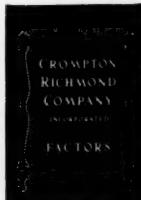
The injury frequency rate in the leather and shoe manufacturing industry took a slight turn for the worse during 1950 despite improvement reported in leather boot and shoe plant safety, the Labor Department reports.

In tanneries, the injury frequency rate rose from 19.1 disabling accidents per 1,000,000 man-hours worked in 1949 to 19.6 in 1950. This was attributed in the main to a mild flurry of accidents during Dec. 1950 when the rate of accidents soared to 20.1 per million man-hours. In contrast, the rate in Oct. 1950 was 15.9 per million hours.

In rubber boot and shoe plants, the injury rate rose from 4.8 per million in 1949 to 5.8 in 1950. The latter rate was still below that of 1948 when there were 6.8 accidents per million man-hours. Accidents occurring in Oct. 1950 were approximately double the number occurring in other months.

The safety factor in leather boot and shoe factories improved moderately during last year when the rate of injuries fell from 8.7 per million hours in 1949 to 7.9 per million hours in 1950. This trend has been in evidence since 1947 when 9.6 accidents per million hours were reported.

CLEARING THE ROADBLOCKS



In any market, the big idea is to keep goods moving. And the best insurance against roadblocks is ample working capital.

Firms served by Crompton Factoring have no such problem.

They tap a pipe line that spouts a steady flow of cash — as their billing is quickly translated into a build-up for the bank balance.

Because they have no investment in receivables, they can plow more liquid assets into vital manufacturing commitments — and keep production going full blast.

Furthermore, they get rid of credit headaches. Crompton Factoring includes a complete credit service... and the risks are all ours!

The Human Factor

CROMPTON-RICHMOND CO., INC.

1071 Avenue of the Americas, New York 18, N. Y.

Air Force Makes 18 More Awards

The Air Force has announced award of 18 additional contracts on QM-30-280-51-NEG-401 covering an estimated 300,000 pairs or more of black service shoes with composition soles. Deliveries are scheduled for July, Aug., and Sept.

Contracts have been awarded to the following firms: International Shoe Co., St. Louis; Craddock-Terry Shoe Corp., Lynchburg, Va.; A. S. Kreider Shoe Mfg. Co., Elizabethtown, Pa.; Endicott-Johnson Corp., Endicott, N. Y.; The Wm. Brooks

Shoe Co., Nelsonville, O.; John Pillings Shoe Co., Lowell, Mass.; Quigley Shoe Corp., North Abington, Mass.

Athletic Shoe Co., Inc., Chicago, Ill.; Belleville Shoe Mfg. Co., Belleville, Ill.; Ascutney Shoe Corp., Hudson, Mass.; Roberts-Hart, Inc., Keene, N. H.; General Shoe Corp., Nashville, Tenn.; Sportwelt Shoe Co., Inc., Palmyra, Pa.; Stone-Tarlow Co., Inc., Brockton, Mass.; Leonard & Barrows Shoe Co., Middleboro, Mass.; Framingham Shoe Co., Framingham, Mass.; and Old Colony Shoe Co., Brockton, Mass.

New England Shoe Output Up In January

Shoe production in the New England shoe states of Massachusetts, New Hampshire and Maine during Jan. totaled 14,310,000 pairs, an increase of six percent over output for Jan. 1950 and representing 33 percent of the nation's total shoe output for the month. Maxwell Field, executive vice president of the New England Shoe and Leather Association, reports.

Total shipments for the month amounted to 14,728,000 pairs valued at \$57,626,000 or an average factory value of \$3.91 per pair.

Massachusetts' production alone totaled 7,259,000 pairs, an increase of 5.2 percent over Jan. 1950, with shipments valued at \$31,363,000. Production in Maine totaled 3,244,000 pairs, an increase of 23.6 percent over the comparable 1950 month with shipments valued at \$11,142,000. New Hampshire produced 3,464,000 pairs, a decrease of 7.6 percent from Jan. 1950 with shipments valued at \$14,403,000.

Total shoe output in the U. S. during Jan. equaled 43,675,000 pairs, a gain of nine percent over the previous Jan. Total shipments amounted to 43,908,000 pairs valued at \$174,121,000 at a per pair average value of \$3.97.

Massachusetts led all other states in production during the month with a total output of 7,259,000 pairs, Field concluded.

Issue Popular Price Shoe Directory

Several thousand leading shoe retailers and buyers will receive within the next few days the second edition of "Major Resources for Popular Price Shoes" published by the Popular Price Shoe Show of America, according to Maxwell Field and Edward Atkins, co-managers of the Show.

The new directory with over 80 pages of footwear information will list resources for the following major categories of footwear: men's, boys', women's and misses', teen's and growing girls', children's and infants'. Each of the six major categories will contain further breakdowns on sources for dress, work, casuals, slippers, boots, sports, welts, loafers and moccasins, flats and ballet types, athletic, waterproof and tennis types of shoes.

The directory provides names and addresses of merchandise sources, retail price ranges and locations of displays at the Popular Price Show, held May 9-10 in New York.

COMPARATIVE LEATHER PRODUCTION FIGURES

CATTLEHIDE LEATHERS
(In 1,000 hides)

	Total	Cattle	Hides	Sole	Upper	Bolting, Harness	Bag	Uphol-	All
	Mechani-	Sad-	cal	dairy	Case	Strap	stry	Others*	
1939	22095	7833	12124	531	477	387	510	233	
1940	21070	7032	11582	675	524	382	601	272	
1941	28121	9080	15600	1064	650	581	699	448	
1942	30828	10432	15598	1213	637	936	386	1625	
1943	25656	8290	13073	1292	632	800	231	1338	
1944	26152	8420	13002	1439	613	629	232	1818	
1945	27566	8525	14567	1324	556	572	272	1750	
1946	26905	8510	14057	1158	510	827	378	1465	
1947	28824	8924	15529	1134	440	813	529	1455	
1948	26670	8016	14213	1004	270	760	594	1213	
1949	23332	6384	13753	759	227	674	461	1074	
1950	24291	6127	15377	789	218	813	689	1312	
1951, Jan.	2298	544	1433	93	19	77	70	62	

*Data from 1942 forward not directly comparable with previous data.

CALF, KIP, GOAT, KID, SHEEP AND LAMB LEATHERS
(In 1,000 hides)

	Sheep Leathers				Calf, Kip, Goat, Kid, Lamb				
	Total	Glove,	Gar-	Shear-	Total	Glove,	Gar-	Shear-	All
	Kip	Kid	Lamb	ment	Shoe	Shoe	ment	lings	Others
1939	14027	40419	38914	18420	11604	2563	6327		
1940	11387	37697	37920	17272	9966	3322	6907		
1941	13098	45373	51915	22542	14166	5779	9428		
1942	12264	41127	53629	19459	14983	5956	9591		
1943	11112	37351	59315	20415	15474	11210	12216		
1944	10930	34653	53976	20370	15040	6690	11876		
1945	11636	24026	52450	17294	17153	6508	11495		
1946	10836	24123	47999	15781	13349	9923	8918		
1947	12471	37188	36535	11265	12498	5409	7363		
1948	10480	37970	33492	10419	11392	4993	6688		
1949	10173	34774	28644	8411	9998	4498	5737		
1950	10661	37159	31501	9750	10708	5322	6091		
1951, Jan.	868	3439	2831	826	942	345	718		

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Sheets—For insoles and fillers

Molded Pads—Metatarsal, arch and heel

Special Molded pads to your specification

Write for samples and catalogue of complete line

Davidson RUBBER CO. BOSTON 29, MASS.

THE FACTORY MANAGEMENT CONFERENCE

the industry's most forward-looking event

at Cincinnati, May 20-22

Previewed COMPLETELY IN THE MAY 12 ISSUE

One industry with one problem—the production of consistently better shoes—will gather at Cincinnati on May 20-22 to discuss immediate and long-range interests.

Sponsored by the National Shoe Manufacturers' Association, the Factory Management Conference will hear practical shoe men, in a series of special panel meetings, spade out the matters which are of major concern to all who have a part in shoe production.

The exposition will highlight the products used in shoe production.

LEATHER AND SHOES will again preview the conference completely. In its May 12 issue, an article, "An-

THIRD BIG MEETING

The program, patterned after the two highly successful Factory Management Conferences of 1950, will relate shoe factory efficiency with machinery and equipment, materials and supplies, shoe processing and plant operation.

other Conference, Another Step Forward," will review the past conferences and state the problems confronting the third.

L & S will carry the complete program, plus commentaries by each panel leader, plus statements by shoe industry leaders, plus a directory of exhibits, plus, of course, its regular cover-

age of the industry's news and markets.

L & S has pioneered the promotion of the Factory Management Conference, covering it exclusively in the past, and hailing it as the industry's most progressive step.

It's an opportunity for every forward-looking supplier of shoe industry products to present the facts about those products to the industry's buying executives. Be sure your message is in the May 12 Factory Management Conference issue. It's the way to be sure you'll be in the buying consciousness of every executive attending the conference as well as those who do not attend.

Look for the Factory Management Conference Issue of



LEATHER and SHOES

the International Shoe and Leather Weekly

300 West Adams Street
Chicago 6, Illinois

MORE SHOES NEEDED FOR ITALIAN YOUNG

Giving away children's shoes in destitute towns and villages of Italy is not as easy as it sounds. The United Nations International Children's Emergency Fund discovered this recently.

UN officials, trying to distribute some 800,000 pairs of children's shoes to poverty-stricken Italian families, ran into unexpected complications. Because there were far from enough shoes to go around, many towns refused to accept any shoes at all. Others held up distribution of the badly-needed footwear for fear of rioting by parents of not-so-lucky children.

On the whole, UN officials found it wiser not to distribute the new shoes if there are not enough to go around. Many little ones are heartbroken and parents often threaten violence. The only solution appears to be in getting enough shoes for all.

The UN Fund cooperated with the Italian government in manufacturing and distributing the 800,000 pairs of children's shoes. Realizing the paucity was far short of demand, local committees in each town screened children to see which needed them most. At first, children were divided into two classes—shoeless and poorly shod.

When the results came in, it was found there weren't even enough shoes to cover the shoeless group. The poorly shod list had to be discarded altogether. Even then, complications arose.

The mayor of Pollica wired the UN to hold up distribution since a partial distribution would cause trouble, he said. Angry parents at Omaia refused to accept 74 pairs for 150 needy cases. At Polistena, only 150 pairs were available for 600 children. San Giorgio also refused a partial distribution.

Cost of the project was \$171,000 with the Fund providing the leather at a cost of about 88 cents per pair. Over the past four years, the Fund has spent \$16,410,000 on child-aid projects in Italy alone.

Chain And Mail Order Sales Show Gain

Sales of shoes in retail chain stores and mail order houses during Feb. totaled \$48 million, a decrease of \$7 million from the Jan. total of \$55 million, but three million above the \$45 million worth of sales reported in Feb. 1950, the Office of Business Economics, Commerce Department, reports.

In the seasonally adjusted index

of average daily sales, with 1935-1939 equal to 100, the rating for chains and mail order firms was 282 in Jan. and 258 in Feb. 1951 compared with 242 in Feb. a year ago.

With few exceptions, all national lines of trade registered declines averaging four percent from Jan. to Feb. 1950. Like shoes, however, over-all sales were considerably higher than in the comparable 1950 period.

Coated Fabrics Standards Now Ready

Printed copies of Simplified Practice Recommendation 242-51 as applied to vinyl- and pyroxylin-coated cotton fabrics are now available according to the Commodity Standards Division of the Office of Industry and Commerce, Department of Commerce.

Materials are used for footwear, luggage, sporting goods, automotive upholstery and trim, furniture upholstery, case coverings, book bindings and many other products.

The recommendation was proposed by the Plastic Coatings and Film Association as a result of a survey which disclosed that more than 76 types and styles of vinyl-coated fabrics and more than 88 types and styles of pyroxylin-coated fabrics were being produced. Principal variations were in finished weights.

The simplified list contains 20 styles of vinyl-coated and 25 of pyroxylin-coated fabrics. For each of these styles, the recommendation gives width in inches and weight per linear yard of coated fabric. A table which enables technicians to compare fabrics on the basis of weight per square yard is also included.

The simplified lists are expected to provide concentration of demand by users with resulting increased efficiency and decreased cost of production, handling and inventory. Other benefits include greater knowledge of the fabrics and more intelligent application during manufacture.

G. H. McGreevy of Textileather Corp., Toledo, O., is among manufacturers' representatives on the standing committee while F. N. Phillips, Jr., of Phillips-Premier Corp., Boston, is on the distributors' group.

Copies are available from the Superintendent of Documents, Government Printing Office, Washington 25, D. C., for five cents per copy.

New England Tanners Meet April 20

The New England Tanners Club has announced the program for its next dinner-meeting to be held April 20 at the Hotel Hawthorne, Salem, Mass. The meeting is scheduled to begin with a social hour at 6:00 p.m.

Speaker of the evening will be Dr. Adolph Schubert of the B. D. Eisenhardt Tanning Co., Racine, Wis., who will speak on "Tanning in 2000 A.D." The regular business meeting will include a report of the nominating committee, election of officers and a report of the scholarship committee. Tickets are available by writing to the Secretary, Box 371, Peabody, Mass.

Plan Permanent Exhibit At Popular Show

A permanent exhibit of shoe fashions, selected by various style committees, will be a feature of the forthcoming Popular Price Shoe Show of America to be held May 6-10 at the Hotels New Yorker and McAlpin, New York, according to Maxwell Field and Edward Atkins, co-managers.

More than 100 pairs of men's, women's and children's footwear will be displayed in Parlor A of the New Yorker from May 8-10. The exhibit will include shoes shown on the runway at the PPSSA fashion showing on Monday, May 7.

Visitors to the show will thus be given the opportunity to view at close range shoe style themes selected for fall and winter 1951 by PPSSA style committees.

ARMY AWARDS LEATHERS

The Army has announced the following awards on QM-30-280-51-NEG-514 covering Item 1a, russet chrome retan upper leather and Item 1b, sides grain cattle, vegetable tanned, for soles, insoles, midsoles, counters, heel bases, bends and bellies: Lincoln Leather Co., Reading, Pa., Item 1a; United States Leather Co., New York, Item 1b. The award is for manufacture of some 15,000 pairs of military shoes for overseas.

Quebracho Tannin

April 20, 1951—Navy Invitation No. 8637 calling for bids on 9,000 lbs. quebracho tannin, technical grade powder, tannin content 65 percent minimum, packed in 100 lb. bags. DO rated. Delivery to Boston, Mass., and Washington, D. C.



Here's Another Proof of
Celastic* Performance

Busy Parking Attendant Reports
Freedom From Toe Discomfort

Mr. Edward Hafey, parking lot attendant, of 181 Chelsea St., East Boston wore these shoes in all kinds of weather for 5 months. "I'm hard on shoes", says Mr. Hafey, "Had these resoled but never had any trouble with wrinkled toe linings." Note in this untouched cut-away photograph how his shoe with its Celastic box toe retains tight toe linings although showing signs of hard wear.

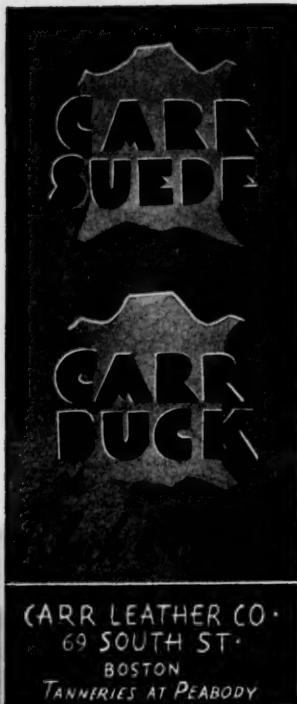


*CELASTIC is a registered trademark of the Celastic Corporation.

A parking lot attendant's job calls for plenty of footwork! In and out of cars, on hard pavement most of the day, he looks for utmost comfort in his footwear. Like policemen, nurses, sales people and others who make a living on their feet — he finds added toe comfort in shoes with Celastic box toes.

Most people realize how uncomfortable wrinkled and loose toe linings can be. Celastic eliminates this common source of irritation by fusing the lining, box toe and doubler in one sag-free, wrinkle-free unit. This comfort "bonus" costs very little — pays for itself many times over in loyal customers!

UNITED SHOE MACHINERY CORPORATION
BOSTON, MASSACHUSETTS



Quality and Uniformity

Armour's **QUALITY** Leathers USA

Factory

SOLE LEATHERS
BENDS • BACKS • CROPS • BUTTS • HEADS
SHOULDERS • BELLIES • SHANKS, Etc.

OUTSOLES
MEN'S • WOMEN'S • BOY'S
MISSES' • CHILDREN'S
IN ALL GRADES AND WEIGHTS

Headquarters for Sole Leathers
Complete line of leather INSOLES
and leather COUNTERS

ARMOUR LEATHER Co.
CHICAGO • NEW YORK • BOSTON

LEATHER MARKETS WEAKEN AS DEMAND SLOWS TO WALK

Shoe Manufacturers Cut Orders To Bone Despite Tanners' Offers

New York Markets

Upper Leather:—No pep to the market here the last few weeks and this week is no exception. Many tanners have lowered lists on side leather about 4c per foot, and around 10c a foot on calfskins in efforts to stimulate some business. However, many say that the shoe factories would not care if they reduced them 8c and 20c respectively, as the shoe men just do not want to buy at the moment due to a good inventory and slow cutting. Until they cut what they have in stock, shoe factories are not going to order, in the opinion of most of the trade here.

The middle of May is the period some of the more optimistic members of the trade figure trading will begin again; others believe the wait will be until after the fourth of July holiday. No one knows; too many factors enter into the situation, but it is known that factories are not doing much cutting at the moment.

Pricewise, the average large spread elk side upper is around 70c and down with extremes about 74-76c and down. Prices on kip sides, understood full grained, around 80c and down. Most of the women's weight calf range \$1.35 and down and smooth \$1.25 and down. Kid leather very slow as far as suede is concerned but sellers are not too happy about the results in glazed and lining kid either.

Sheepskins:—Business also reported as slow, both for lining purposes as well as handbags. Prices remain firm but business is hard to get as buyers want the best leather for prices quoted on the poorer grades. Some firms holding saddle sheepskins at 44c-42c. Chrome tanned lining leather is 40-38c and 38-35c depending on tanner, and combination tannages are 38-36c and 35-33c as to tanner with high colors held by some at 40-38c. These prices are considered very high but as a matter of fact tanners report they are cheap when you figure the cost of raw stock.

Sole Leather:—Reports from the sole leather field say prices are holding firm but buyers are not showing much action. Bends quoted \$1.05-\$1.11 for the light, 95c to \$1.05 on the mediums and 90c to 95c on the heavies. Bellies are 63-66c for cows

and 66c to 68c on steers. Single shoulders 85c to 90c as to weight and double rough shoulders 98c to \$1.05. Business is very slow.

Kid Leathers Slow

Kid leather tanners of Philadelphia say business still slow. Since retail shoe buying continues off, manufacturers receive few orders and in turn are buying as little as they can. For the most part, blame is divided between early Easter and heavy Jan. buying. Some feel the fact that shoe prices are up, but salaries in general are not, had a definite effect on business. However many are optimistic that there will be an increase in business after the Fall shows.

At the present time, tanners are receiving a few orders in every type of leather. Glazed and suede continue to sell in small quantities in black and dark blue; very little brown. Orders are so small and so few that they indicate no special price trend. There is a little business in practically every part of the price range.

Some activity in slipper leather and some in linings; also ranging throughout the price lists. Nothing reported in satin mats or crushed.

Average Prices

Suede: 40c-95c

Glazed: 40c-\$1.25

Linings: 30c-60c

Slipper: 40c-75c

Satin mats: 69c-\$1.20

Crushed: 45c-80c

Sole Firm

Sole leathers on Boston market among firmest in price but sales are no better than elsewhere. Tanners say leather supply is too tight to consider concessions, hold prices at recent levels. Feb. hide freeze begins to take its toll now as dearth of available leather forces sole cutters to close down for period of month. Biggest pinch felt in women's weight cut soles. Shoe manufacturers, beset by lack of orders, curtailed operations, say they have enough soles on hand to take care of present needs. If orders roll in unexpectedly by early May, there will be little to go around.

Sole Leathers

Sole leather tanners of Philadelphia report demand spotty. They could sell any amount of bellies. There is demand for heads, also. However, the recent situation on hides makes it inadvisable to sell all of their inventory. Factory and finding are quite slow. Repair leathers should be in demand this time of the year and they are not. Factory bends slow. No one is willing to quote any prices—for the most part, sales are made at prices quoted when the "freeze" started.

Offal Fair

Continuing demand for bellies keeps prices firm on Boston markets. Bellies and shoulders appear to be among most wanted leathers on market. Former bring up to 66c for cow bellies, to 68c for steers. Single shoulders at top of 90c generally while double roughs hit around \$1.05. Prices are individual, however, with sales made after much talking.

Calf Slow

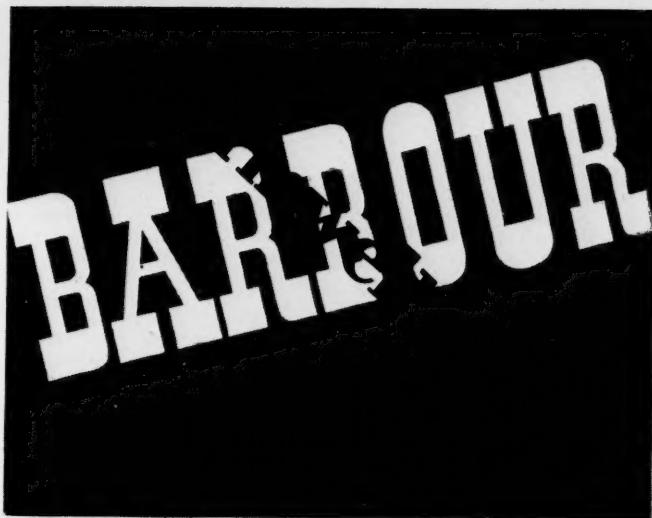
Boston calfskin tanners report demand about at rock bottom with dearth of orders forcing many to make price concessions. Despite some tanners' offers at 5-10c below recent levels, buyers still not interested, point to lagging orders, slowdown in factories. Entire market in midst of real slump and little new business expected before next month. Prices nominal.

Sheep Leathers Tight

High cost and now short supply of good pickled skins, aided and abetted by dockworkers' strike in New Zealand and Australia, has combined to keep Boston sheep leather market firm despite small demand. Orders are at seasonally low ebb but tanners will not listen to low offers because of rawstock situation. Most say they are hamstrung until Government does something about buying of foreign skins or opens present leather ceilings. Meantime, prices mean little because sales are so few.

Side Slips

Boston side leather tanners report weakest market since outbreak of Korean War. Many had begun to think that concessions were a thing of the past under present inflationary demand but lack of retail shoe sales plus cancellation of huge Army orders have backfired right into side market. For the first time in months, side leather tanners are offering concessions ranging from 3-7c, perhaps more. Buyers are not biting, point to idling factories, say they have enough leather on hand to needs. It



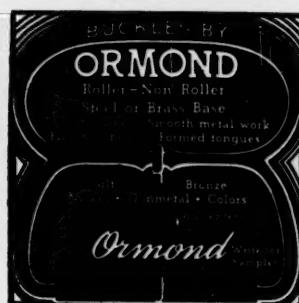
genuine shell cordovan — "*the platinum of leathers*" — for shoes, men's belts, military belts and holsters, and shark print cordovan for tips on children's shoes.

The **Huch Leather Co.**
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CUTTERS OF
MEN'S SOLES
Quality Tannages
LINCOLN and ESSEX STS., Boston, Mass.
Western agent VICTOR W. HEARTEL,
Chicago, Ill.

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LEATHER and SHOES**



will take active retail selling or big military orders to get this market going again.

Splits Same

Splits show continued weakness on Boston market. There just is no demand worth mentioning. As a result, tanners are willing to bargain just to keep leather moving. Prices are nominal, even on suedes and linings. Many tanners say this is worst seasonal slump they can recall but all expect to pull out of it in May.

Belting Leathers Move

Belting leather tanners of Philadelphia find business active. Tanners could do more business but there is still the problem of recent hide shortages. There is demand for belting of all weights. Shoulders also very active—too much so considering the difficulties of the present situation. Tanners would not make any definite statements on prices—but most said they have been the same for the past few months.

Curriers find business fair. Orders still received in fairly satisfactory quantity, but there is trouble finding rough leathers.

AVERAGE BELTING LEATHER PRICES

Butt Bonds:
No. 2 ex. light 1.37-1.41
No. 2 ex. heavy 1.32-1.33
No. 3 ex. light 1.36-1.37
No. 3 ex. heavy 1.27-1.30

AVERAGE CURRIED BELTING PRICES

Curried Belting	Best Select	No. 2	No. 3
Bull belt	1.60-1.65	1.60-1.70	1.65-1.65
12" centers	1.85-2.08	1.85-2.08	1.85-1.85
Centers 24"-25"	1.90-2.00	1.84-1.94	1.70-1.80
Centers 30"	1.84-1.94	1.79-1.89	1.77-1.87
Wide sides	1.55-1.65	1.51-1.61	1.44-1.54
Narrow sides	1.48-1.58	1.44-1.54	1.39-1.49
Additional premiums: ex. heavy 10c; light 7c; ex. light 1dc.			

Glove Leathers Soft

No change in business conditions from last week. Glove buyers not interested in Fall merchandise at this time. Manufacturers working on Government contracts and such other orders as were taken earlier in the year.

Demand for leather is slight.

Mostly hand to mouth buying by those who do not carry much stock. Leather supply in the hands of glove manufacturers is much greater than it was six months ago.

High raw skin prices still dominate the market but here and there breaks are occurring in the price of leather. Some domestic pigtex leather is appearing on the market at less than the 30c price published. Buyers of ladies weights can get modest concessions for fair quantities. Pigskins are strong due to a shortage of supply.

Opinion is that raw skin prices reached their peak about a month ago. Buyers look for concessions to bring raw skins in line with ceiling leather prices.

Tanning Materials Firm

Quotations on Raw Tanning Materials maintained a firm basis this week as replacement buying appeared to be tanners' main interest. Tanning Extracts unchanged. Tanning Oils market continued in steady position with no price changes over last week.

Raw Tanning Materials

Divi Divi, shipment, bags	\$120.00
Wattle bark, ton	
"Fair Average"	\$83.00
"Merchandise"	\$79.00
Sumac, 25% leaf	\$150.00
Ground	\$145.00
Myrobalana, J. 1a	\$60.00-\$62.00
Crushed	\$50.00
R. 1a	\$61.00-\$63.00
Valonia Cupa, 30-32% guaranteed	\$68.00-\$70.00
Valonia Beard	\$95.00
Mangrove Bark, 30% So. Am.	\$60.00

Tanning Extracts

Chestnut Extract, Liquid (basis 25% tannin), f.o.b. plant	4.00
Tank cars	4.00
Barrels, c.l.	4.75
Barrels, i.e.l.	5.10
Chestnut Extract, Powdered (basis 60% tannin), f.o.b. plant	
Bags, c.l.	10.32
Bags, i.e.l.	11.02
Cutch, solid Borneo, 55% tannin, plus duty	.07%
Gambier Extract, 25% tannin, bbls.	.00%
bbls.	.12
Hemlock extract, 25% tannin, tk. cars.	.0525
Bob. c.l. works	.05%
Oak bark extract, 25% tannin, lb. bbls. 64-6%, tks.	.06%
Quebracho extract	
Solid, ord., basis 63% tannin, c.l.	

plus duty	.00
Solid, ord., basis 64% tannin, c.l.	.00%
Liquid, basis 35% tannin, bbls.	.08%
Ground extract	.17%
Wattle bark, extract, solid (plus duty)	.00
Powdered super spruce, bags, c.l.	.05%
.05%	.05%
Spruce extract, tks. f.o.b. wks.	.01%
Powdered valonia extract, 63% tannin	.10%

Tanners' Oils

Caster oil No. 1 C.P. drs. l.c.l.	.38%
Sulphonated castor oil, 75%	.38
Cod Oil, N.F.d., loose basis	1.55
Cod, sulphonated, pure 25% moisture	.17%
Cod, sulphonated, 25% added mineral	.16
Cod, sulphonated, 50% added mineral	.15
Linen oil, ord., c.l. zone 1 drums, l.c.l.	.23%
Neatsfoot, 20° C.T.	.43
Neatsfoot, 30° C.T.	.41
Neatsfoot, 40° C.T.	.33
Neatsfoot, prime drums, c.l. l.c.l.	.35%
Neatsfoot, sulphonated, 75%	.36%
Olive, denatured, dry gal.	.275
Walrus Oil, Boston	.20
African, Malibon, 25% moisture	.18
Chamom Meelion	.18
Common degras	.14
Neutral degras	.27%
Sulphonated Tallow, 75%	.21
Sulphonated Tallow, 50%	.18%
Sponging compound	.15
Split oil	.20
Sulphonated sperm, 25% water f.o.b.	.14-.15
Petroleum Oils, 200 seconds visc., tks., f.o.b.	.17
Petroleum Oils, 150 seconds visc., tks., f.o.b.	.16
Petroleum Oils, 100 seconds visc., tks., f.o.b.	.14

AWARD CALF LEATHERS

The New York Quartermaster Procurement Agency has awarded contracts to five leather firms on QM-30-280-51-NEG-307 covering an unspecified amount of natural russet calf leather, medium weight, 2-1/2 oz. Prices were not revealed as usual.

Awards went to A. F. Gallun & Sons Corp., Milwaukee, Wis.; J. Lichtman & Sons, Newark, N.J.; The Norwich Leather Co., Norwich, Conn.; Loewengart & Co., New York City; and A. L. Gebhardt Co., Milwaukee.

Work Gloves

April 25, 1951—Navy Invitation No. 8689 covering 45,000 pairs work gloves, gauntlet cuff, unbleached steerhide or cowhide covered palm, fingers and knuckle band. Size "A," stock No. G 37-g-2935. Opening at 10:00 a.m. in New York. Delivery on or before June 29 to various destinations.

DAVIS LEATHER INC.

TWO PARK AVENUE, NEW YORK 16, NEW YORK

R. A. Brea—Manager

Specializing in high grade full chrome calf leathers for the shoe, handbag and novelty trade
in an extensive range (162 shades) of Ultra High Style Colors.

BABY CALF LEATHERS

BOSTON—Bergman & Brookhouse, 112 Beach St.
ST. LOUIS AND SOUTHWEST: O. B. Dahn,
1602 Locust St., St. Louis, Mo.
MILWAUKEE—H. I. Stewart, 918 North 4th St.
ENGLAND—Davis Canadian Leather Ltd.,
3 Granby St., Leicester.

TANNERY—DAVIS LEATHER CO. LTD., NEWMARKET, ONTARIO, CANADA

DOMINION CALF LEATHERS

CINCINNATI—J. R. Kueven, 626 Broadway.

CALIFORNIA—A. J. & J. R. Cook Co.

LOS ANGELES—1220 Maple Ave.

SAN FRANCISCO—237 Eighth St.

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Genuine reptiles are usually bark-tanned and are quickly and permanently discolored by steam.

Do not attempt to steam-soften thermoplastic box toes in reptile uppers. Get your Beckwith agent's recommendation in advance of cutting uppers. Depending upon which practice your conditions best favor, he can either supply you with dry heaters or arrange for your temporary use of canned prepared solvent box toes which require no solvent wetting at pulling-over.

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ALLOCATIONS STILL NO SPUR TO HIDE TRADING ACTIVITY

Heavy Weight Hides Unwanted; Light Hides Are Scarce

Big Packer Hides

Second month of hide and skin allocations about over. Action by a big packer winds up activity by all "Big 4" with possible exception of few scattered cars selling before the expiration date of April 14 on April permits.

Again, on this month's allocations, sellers either not in position or refused to divulge information on quantities, selections or prices.

Indications are that tanners have so-called "vacancies" on their April permits, but types of hides they want practically sold up; namely, all lighter average weight hides such as light and extreme light native steers, most all selections of light cows, extreme light branded steers and possibly some of the light branded steers and branded cows. Heavy weight hides, especially River heavy native steers unwanted, understood to be accumulating in hands of most producers and dealers. Earlier in week, some tanners bidding a cent under ceiling levels on River heavy native steers, but did not obtain any at such a price.

Week also featured several amendments to the hide price order in an announcement by OPS in the form of CPR 2, AMENDMENT 1 TO REVISION 1. Most important, among other minor changes, is that a dollar-and-cents ceiling price is set for Pacific Coast hides, other than bullhides, at 27½¢ per pound when they weigh 68 pounds or more, rather than the 28½¢ per pound as printed in the original order. Other changes eliminated typographical errors in

original order and make some minor clarifications in language.

In big packer skin markets, all but one of the "Big Four" packers allocated their available production of calfskins, kipskins and slunks against April permits. Fourth big packer indicates he will allocate what little he has available later this week.

Ceiling prices obtained on all selections of skins. On this basis, under the price schedule, No. 1 calfskins weighing under 15 lbs. sold at 80c; No. 1 kipskins, 15 to 25 lbs., at 60c and No. 1 kipskins weighing 25 to 30 lbs. at 55c.

Big packer regular slunks allocated at \$3.75, large hairless at \$1.10 and small hairless slunks at 75c.

In the East, again this month New York City trimmed skins allocated in light quantities at established ceiling prices. Under the "standard packer" selections, skins weighing under 4 lbs. brought \$3.75; 4/5's \$4.75; 5/7's \$6.00; 7/9's \$7.15; 9/12's \$9.60; 12/17's \$10.85 and 17/25's \$13.50. Under the "good collector" selections, under 4 lbs. sold at \$3.65; 4/5's \$4.65; 5/7's \$5.85; 7/9's \$6.70; 9/12's \$9.10; 12/17's \$10.00 and 17/25's \$13.15, all prices per piece, basis FOB point of shipment.

Small Packers Slow

As far as further buying interest on April permits, tanners about completely cleaned out small packer and country hide market of desirable lots of hides.

Some tanners only partially filled

QUOTATIONS

	Present	Week Ago	Month Ago	Year Ago
Heavy native steers	33	33	33	18½-21
Light native steers	36½	36½	36½	23½-24
Ex. light native steers	39	39	39	28
Light native cows	36	37	36	-24½
Heavy native cows	34	34	34	20½-21
Native bulls	24	24	24	16½-17
Heavy Texas steers	30	30	30	17
Light Texas steers	34½	34½	34½	22½
Ex. light Texas steers	37	37	37	25
Butt branded steers	30	30	30	17
Colorado steers	29½	29½	29½	16½
Branded cows	33	33	33	20½-21½
Branded bulls	23	23	23	15½-16
Packer calfskins	80	80	80	64½-N
Packer kipskins	55	60	55	47

NOTE: Nov. highs are basis Chicago freight. Prices in the schedule are basis FOB point of shipment.

April permits. Tanners want to fill this unused portion with the light average weight hides of good quality and take-off. Such hides limited, difficult to locate.

Heavier average hides, such as 55 to 60 lbs. draggy. Such weight hides need meet about all the requirements of the tanner before he purchases. On lots averaging 60 lbs. or over, tanners talk a cent lower than ceiling levels. No confirmed reports that sales made at lower than ceiling prices, indications strong some sales may have taken place at such prices, details closely guarded. Such heavy average weights accumulating in hands of producers and dealers, are extremely difficult to sell at ceilings.

Sheep Pelts Slow

Recent sharp breaks in foreign wool markets, due to withdrawal of American interests, spread further note of caution in all segments of the domestic wool industry, including producers of raw pelts.

Production and trading extremely slow in big packer market, also with smaller procurers and dealers.

On basis of last reported big packer sales, Fall clips sold at \$8.00, No. 1 shearlings at \$6.00, No. 2's at \$3.50 to \$4.00 and 3's at \$2.00 to \$2.25. Understand Western wool pelts difficult to sell at \$11.50. Full wool dry pelts last sold at 62½¢, although up to 65¢ talked. Big packer pickled skins quoted \$18 per dozen, basis last reported business.

Horsehides Dead

Horsehide business at standstill. Horsehide prices governed by those established at seller's highest price during base period of Dec. 19, 1950 to Jan. 25, 1951, according to General Ceiling Price Regulation. Many small producers did not have opportunity nor supplies to sell during base period, consequently were stuck with very low ceiling compared with producers who established higher market during same period.

Tanners, thus, balk at paying these higher ceilings by some sellers, yet cannot find offerings from sellers with low ceilings. Is understood that either a margin type of control or perhaps dollars-and-cents ceilings will be forthcoming from OPS within two or three weeks to relieve this condition.

Prices now practically meaningless as individual seller's ceilings vary as much as \$1.00 to \$2.00. Based on last reported prices, good quality Northern slaughter trimmed horsehides quoted \$15 to \$15.50, with un-

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Uniform quality binder, filler and carrying agent. Builds up body. Improves covering power and spread. Nourishes fiber and eliminates harsh feel. No manipulation necessary.

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Plumps the skins, strengthens and builds up low ends. When sueded the skins have a velvety nap and full mellow feel. Does not lay on the surface.



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trimmed lots bringing approximately \$16.00 to \$17.00. Depending upon quality, renderer production horse-hides will bring anywhere from 50c to \$1.00 less than slaughterer production.

Good quality fronts quoted at \$11.50 to \$12. Butts, basis 22 inches and up slow moving, with prices quoted \$4.75 to \$5.00.

Dry Sheepskins Easier

Although offerings have been larger, sales are still restricted. Even lower prices seem to have no influence on buyers as they contend that it is not so much a matter of price as that they are not adding to their inventories until they have had a chance to study conditions for the future.

Wool skin markets have eased considerably following the break in wool. Now that offerings have come in from Australia, Chile and other foreign markets at much lower levels, pullers have withdrawn from the market and it is difficult for sellers here to obtain bids. It is expected that once the situation is clarified that trading will be resumed. At the Sydney sale, 41,000 sold and all descriptions were 35/45 pence Australian currency lower. Lambs as much as 60d.

Shearling market continues firm and relatively few sales can be confirmed here. Not many offers. Shippers have advised their agents that under existing conditions it is useless to offer skins. Buyers will not meet prices.

A little business has developed in Papra slats with sales of 1,000 lbs. at \$12 and 1,100 lbs. at \$12.50. Buying has subsided for Peruvian slats as shippers hold firm. Hair sheep markets continue slow. Offerings of Brazil cabrettas at \$17-17.50 for regulars but very little interest. No change in Cape market and glovers continue to be held quite high.

Business possible at a price in Ni-

gerians but buyers unwilling. England operating in Addis-ababa butcher skins and paying prices considerably over the ideas of buyers here. Other descriptions slow.

Reptiles Softer

Large tanners are still out of the market but some smaller buyers have been operating, especially since prices eased. However, sellers at origin have again firmed up and are not accepting recent bids.

About 20,000 Madras bark tanned whips, 4 inches up, averaging 5 inches, 70/30 selection, sold at 90c. Some skins averaging 4 3/4 inches at 90c while bids of 75c refused for skins averaging 4 1/2 inches. Spot lots of skins averaging 4 1/2 inches offered at 87c and Calcutta whips, 4 inches up, averaging 4 1/2 inches, 60/40 selection, at 73c.

Cobras, 4 inches up, averaging 4 3/4 inches, 70/30 selection, sold at 65c but bids at that for skins 4 1/2 inches up, averaging 5 inches refused. Vipers slow and nominal. Alum tanned water snakes, 60/30/10 assortment and 75/25 selection, held at 15c with bids of 13c refused. No change in lizards with very little interest except for Bengal back cuts.

Siam market firm and while some business has been passing, it has been spotty and confined mostly to last season's skins. The 1951 supply will be relatively small. Aers range from 15-20c as to lots and an average around 17c. Chouyres slow and nominal.

Alligators high with relatively few offers and talked \$1.65-1.75 an inch. Some small sales of ring lizards at \$1.60-1.70. Pythons too high for this market. Brazil market has been more active of late and back cut tejus said to have sold at from 90c to \$1.00 fob., depending upon shippers and lots. Italy and Germany operating at origin and paying very high prices. Gibeias available at 96c-\$1.00 fob.,

while buyers ideas around 93c fob. Offerings noted of chameleons at 15c fob., but no late quotations on wet salted iguanas.

Deerskins Firm

While glove tanners are interested in Brazil "jacks" and might still pay \$1.00 fob., basis importers, buck leather tanners seem to be out of the market or else name prices below this figure. New Zealand deerskins continue strong although there were reports of sales at \$2.35 with \$2.40 asked. Some advices say that on a tender of 6,000 skins, they were sold at \$2.53 fob.

Pigskins Fair

Last confirmed sales of Manaos grey peccaries at \$3.40 and blacks at \$3.20, delivered Fulton County while Peruvians have sold at \$3.30 and \$3.15, respectively. Some business going on in Chaco carpinchos and wet salted capivaras, but buyers are not quite as aggressive as heretofore.

PATTERN AWARDS TO TWO

Jones & Vining, Inc., Brockton, Mass., and Charles Martin Pattern Co., also of Brockton, have been awarded contracts on QM-30-280-51-NEG-673 covering an unspecified number of boot and insole patterns. Awards were made on Item 1, russet service combat boot patterns (junk-board and fiber board) tariff sizes; Item 2, supplemental sizes; and Items 3-A & B, insole rounding patterns (complete range of sizes and regular tariff sizes).

Martin won contract on Items 1 and 2 while Jones & Vining was awarded Items 3-A & B.

• Clark Warren, assistant general manager of the Grasselli Chemicals Department, E. I. du Pont de Nemours & Co., since 1942, has been appointed head of the Rubber, Chemicals and Drugs Division of the Office of Price Stabilization.

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NEWS QUICKS

About people and happenings coast to coast

New Hampshire

• A recent survey in Manchester shows that many concerns in the area are busy on sub-contracts for the Government. **Swanson Die Co., Manchester Die Co., and State Die Co.** are filling contracts on shoe and glove-cutting dies for firms with military contracts.

• **Seal Tanning Co.** has a sub-contract for leather which comprises some 20 percent of its entire output. **Smith Box Co.** is busy making corrugated shipping cartons, many of which will go to factories of **J. F. McElwain Co.** The latter is working on large military orders.

New Jersey

• Dr. V. E. Wellman has been named director of process engineering at the **Calco Chemical Division of American Cyanamid Co.**, Bound Brook. Wellman's appointment follows the merging of the process development and chemical engineering departments.

• **Aristocrat Leather Products Co.** has rented property at 102 Green St., Newark. The new plant will be used as the finishing department. Main plant is located at 99-105 Green St.

Missouri

• Suit for \$8,477,760 actual and punitive damages has been filed in circuit court against **International Shoe Co.** and four officers by Sam D. Nichols, former president of the old Menzies Shoe Co. Nichols is seeking damages from the company and William H. Moulton, Paul B. Jamison, Andrew W. Johnson and James T. Pettus on allegations that they and the company broke an agreement to pay him above the \$150,000 received in settlement of a \$13,570,000 suit filed against International and officers 21 years ago.

Pennsylvania

• **Rohm & Haas Co.**, Philadelphia, reports that it will spend \$10-\$12 mil-

lion this year to increase production capacity, if materials are available. The company's annual report showed record sales of \$83,272,646, some 35 percent above 1949, and net income equal to \$8.91 per share against \$6.09 the previous year.

Michigan

• Leland I. Doan, president of **Dow Chemical Co.**, Midland, has been elected a regent of the University of Michigan.

Ohio

• **Shoe Corp. of America** reports all officers and directors have been re-elected for the coming year. Robert W. Schiff continues as president and director.

Oklahoma

• The **Mid-Continent Shoe Travelers** will hold its Semi-Annual Shoe Convention May 13-14 at the Biltmore Hotel, Oklahoma City, according to Norton Thompson, president.

Tennessee

• **General Shoe Corp.**, Nashville, has promoted H. Nelson Carmichael from assistant vice president to vice president in charge of the manufacturing division and E. DeVaughan Woods from assistant controller to auditor. Directors of the company have declared a quarterly dividend of 62½ cents per share on common stock, payable to stockholders of record April 17.

Massachusetts

• **Bancroft Shoe Mfg. Co.** has been organized to manufacture shoes at 253 A St., South Boston. Principals are Morris and Elliott Goldstein.

• C. A. Silvestrino, who formerly operated a sole leather business at 17 Summer St., Brockton, has filed a voluntary petition in bankruptcy. Assets are listed at \$300 and liabilities at \$3901.

• **Walter P. Field** has resigned as president and director of **Feldwelt Corp.**, manufacturers of welting for women's high-grade shoes. Controlling interest has been transferred to his associates, including patents on welting processes. Field has been in charge of research and new developments since 1935.

• **The P and G Shoe Co.**, Lynn contract stitcher, has been closed, according to Bagsar Pashgian, owner. No reasons for the closing were given.

• **Colonial Tanning Co.**, Boston, has contracted to handle a line of suede kid leathers. Leach & Heckel of Salem is the tanner.

• **United Shoe Machinery Corp.** has offered the city of Beverly some 20 acres of land the city has been seeking as site of a new junior high school. The company has asked \$1 for the land valued at \$15,000. Acceptance by the city is expected.

• **The 210 Associates** has made available to all members an accident and health insurance plan that "saves members up to 50 percent over other insurance plans," according to Frederick Bloom, executive secretary. All members actively engaged in the business and under 65 are eligible.

• **New England** has maintained its importance as a source of military procurement since the start of the Korean War, the Federal Reserve Bank of Boston reports. Leather and footwear alone have accounted for \$23 million worth of orders in the region since the outbreak of the war.

New York

• **Embassy Footwear**, New York City manufacturer, is reported in the process of liquidation.

• **Geo. Laub's Sons**, Buffalo tannery, has received an achievement award in the annual accident prevention contest sponsored by the Buffalo Chamber of Commerce.

• Creditors' committee has been organized to investigate the affairs of **Del-Rey Footwear Corp.**, Brooklyn manufacturer of women's footwear. Corporation attorney has stated that preliminary figures as of March 30,

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LEATHER and SHOES

1951, showed total assets of \$43,720 and liabilities of \$57,555.

• **Harold Gessner** has announced that **Oomphies, Inc.**, New York, has set up a special department to manufacture women's Compo construction slippers and shoes. The footwear will retail at \$8.95 and up and will be nationally advertised under the trademark of Oomphies Bantams. The company plans to produce some 1200 pairs per day with first lots ready for delivery this month.

• **Cosmos Shoe Co.**, New York, has been licensed to manufacture shoes made of Day-Glo, a fluorescent material made by Switzer Bros., Inc., Cleveland. Production of the casuals in daylight fluorescent material has already begun.

• **Baycroft & Vogel, Inc.**, New York, has filed papers with the secretary of state changing its name to M. & R. Shoe Co., Inc.

• **Mrs. Alyce Drew** has been appointed director of publicity and public relations of the **Luggage and Leather Goods Manufacturers of America, Inc.** National Leather Goods Week is being held April 16-21.

• Sales of **Melville Shoe Corp.** are not running as well as expected this year to date, according to Ward Melville, president. Melville told a meeting of stockholders that a combination of factors, including postponement of shoe buying by consumers and drafting of many young men in the Armed Forces, has caused the disappointment. He added that the company could not forecast its sales and profit outlook until after April, when it could compare before and after Easter volume of 1950 and 1951.

• **Dominick J. Calderazzo** of Eastern Footwear Corp. and **Larry Horan** of J. & J. Slater have been named co-chairmen of the leather and shoe division of the Cardinal's Committee of the Laity for the 1951 Catholic Charities fund appeal.

• **Gustinettes, Inc.**, producers of branded indoor footwear, has begun production at a new plant at 30-28 Starr Ave., Long Island City. The new facilities cover over 30,000 sq. ft. and are being supervised by Patsy Billello. The company was formerly located at 30 Lafayette St., New York City.

• **Reichert Footwear Corp.** has resumed production after an eight-month layoff at its new factory located at 1403 Bedford Ave., Brook-

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- Thanks to Hooker Sodium Sulphhydrate, you can adjust the sulfide and alkali strength of unhairing solutions exactly as you wish.
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Hooker Bulletin 500 tells more about Sulphhydrate Unhairing Solutions. It suggests procedures for calfskins, hides for sole leathers, for side and upper leathers, and for specialties. A copy will be sent you free when requested on your company letterhead.

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lyn. The firm, which makes women's high-grade footwear, was formerly located at 42 Greene St., New York City.

• **Norma Footwear Corp.** of Brooklyn has added a new line of popular priced California process footwear.

• **Michael Bianchi** is superintendent of the newly-formed **Embee Footwear Corp.** with headquarters at Northport, Long Island. The firm makes children's pre-welts.

• **All-Boro Belting and Supply Co.**, 81 Court St., Brooklyn, has expanded its lines and is now handling diversified items for shoe factories, including needles, etc., according to Jacob Philmus, owner.

• **Frankel Plastics Corp.**, New York City, is introducing a new line of shoe displays for use in showrooms or windows. The new product—Revolo Forms—comes in four different styles.

• **Burk-Sons**, Brooklyn glove manufacturer, has filed a Chapter XI bankruptcy plan offering creditors 55 percent, payable 25 percent cash on confirmation and 30 percent in notes payable in three, six, and nine months. Debtor's original plan offered 100 percent over five years or 40 percent over four years.

• **United States Testing Co., Inc.**, New York City, has announced installation of additional wear-testing equipment to its textile and general testing laboratories. The new apparatus, known as the Stoll Quartermaster Universal Wear Tester and used for all types of abrasion testing, accurately indicates the abrasion resistance of resin-treated fabric.

Maine

• **Pamphile Morrisette** of Shapiro Bros. Shoe Co. has been elected president of the Lewiston-Auburn Shoeworkers Protective Association. Mark H. Burke was re-elected secretary-treasurer of the independent union which represents the majority of shoe workers in both shoe centers. James J. Carr is senior business agent.

Illinois

• **Walter K. Lewkowich** trading as **Rex Glove Co.**, 1411 N. Milwaukee Ave., Chicago, has filed voluntary petition in bankruptcy, it is reported. Assets are listed at \$3,787 and liabilities at \$35,388.

Delaware

• **Brandywine Leather Co., Inc.**, has been organized at 2nd and Walnut Streets, Wilmington. Sam Sklut is president.

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CHEMICALS FOR THE LEATHER INDUSTRY



TANNERY SAFETY PROGRAM

(Continued from Page 11)

directly to our "jury." Since the first days when they began to urge suggestions from everybody on how they thought their job could be done better, the employee interest aroused has never seriously flagged.

Prime responsibility for keeping our plant as safe as possible rests with a management committee. Its members include the vice-president and plant manager, the personnel director, the production engineer, the maintenance engineer and the company physician. This committee selects a key individual, a special safety assistant, from each of the plant's fifteen departments. These men receive special safety training and are made responsible for continually checking the safety conditions in their departments, reporting these conditions regularly to the safety committee.

Monthly Check

Each month the entire plant is checked for safe operation by the management safety committee and the resident engineer of our insurance carrier. The insurance engineer brings to us experience gained in many plants, in every type of industry. He sees conditions that are apt to become everyday affairs to us who are so close to our business. We count on him to point out hazards *before* an accident occurs. He has free access to our plant, he knows the plant and our key people as well as we do. He never lets us forget that safety is everybody's job *all the time*.

Medical care has been a part of our program since 1911. Our company physician maintains regular office hours in the morning and is always available for call. A registered nurse is employed full time. House calls are made and medical assistance offered in case of illness.

A plant fire squad holds monthly drills and courses in plant fire prevention and control are conducted for all employees from time to time. The time and effort devoted to these fire prevention activities has paid for itself many times.

It is impossible, of course, to measure the cost in human misery that accidents and unsafe working conditions bring. We believe also that in many cases the money that is drained away in accidents would pay for a safe plant many times over.

Let me cite you an example from our own experience of the possible difference in cost between a year with a good safety record and a year with a poor one.

In 1944, the direct cost of our workmen's compensation and medical payments for accidents amounted to \$14,917. Taking the well-accepted figure of 4 to 1 for the indirect or hidden costs, we had a total of \$74,585 as our total cost of accidents for that year.

In 1948, with fewer accidents, the cost of compensation and medical was only \$4,046. Adding the "indirect" cost brings the total cost for that year to \$20,230. This means that our company saved roughly \$54,000 between a poor accident year and a better one. This is important money when you consider that the real difference between a good and a poor year is brought about by just one or two bad accidents, a succession of small injuries, or both.

Let's compare some of our older tanning operations with procedures in effect today.

Wheelbarrows Not Easy

In the old days, hides were transported by large wheelbarrows. This was not an easy job. A chain, operated by a winch, was attached to the front, as a means of getting the hides up the incline from the hide cellar. In direct contrast, our new system utilizes pallets and an electric lift truck for the transport of hides. One man on this "triple stacker" can do a neat, orderly job of storing our raw material, and loads are transferred to the production line at a moment's notice.

With our former method of loading fleshings, heavy loads were pushed up a slippery incline and then dumped into the car. The workman had to brace himself with heavy strain. Safety hazards are eliminated now in our present set-up of handling fleshings. Considered a disagreeable job in most tanneries, we pump fleshings to an overhead loading platform. The fleshings are then treated with lime and dropped into railroad cars spotted below. Our train shed is equipped with a huge overhead-type door, and six freight cars can be loaded at one time.

Regarding conditions in our former drum-washing department, lighting was poor, floors were slippery, and there was the old familiar wheelbarrow. Loading was accomplished by hand labor. Today an electric

hoist is utilized to elevate loads weighing over a ton—to an overhead loading platform. It is a simple matter for the workman to maneuver controls so that the hides are tipped into the wash drums. When thoroughly washed, hides are unloaded below into large box-type containers on skids.

Hides were soaked in open lime vats by the old method . . . a back-breaking and dangerously slippery job. The new method brings the hides to paddle-wheel type vats on lift trucks. A dump-type body does away with manual handling. The beam house is cleaner, lighter, has more space.

The old-type pasting board had to be carried to the dry loft after the handsetting operation. Drying was an over-night process, and windows had to be opened wide in the morning. Working conditions were anything but healthful. Today, two modern pasting units handle our entire production. Sides are pasted on glass plates suspended from monorails, and are carried automatically through the drying tunnels.

The old method of spraying finishes was slow, unhealthy, and resulted in uneven spray coats. Now we use automatic spraying machines. Sides pass under spray guns that move rapidly from left to right, then move along under infra-red lamps. Fumes are vented by a waterwash exhaust.

Handling chemicals was a tedious job years back. For example, two men had to push an old acid buggy (weighing over two tons when loaded) up to an elevator, then to the third floor.

Safety Plus Efficiency

The four-story section of our new tank house is the result of many ideas and dreams to improve former methods of handling heavy chemicals. Today, acids, glucose, and extracts arrive in tank-car lots. Pumps located in the sub-basement convey chemicals to storage facilities on the fourth floor. On the top floor there are tanks ranging from 9,000 to 12,000 gallons, and three individual weighing tanks mounted on scales. Reduced tanning liquors then drop by gravity to storage tanks on third and second floors. Then to mixing valves, and finally to tanning drums. Safety is thus combined with efficiency—leaving to the past, long and oftentimes dangerous hauling of acids and liquors.

For many years salt was transported to vats by two-wheel carts. Bags were slit open with a knife and

dumped by hand. This was another job constantly threatening our safety record. Here we see our new salt lixator. Rock salt in the car is carried upward by a conveyor to the concrete, cone-shaped hopper on the fourth floor—then thru the lixator on the third floor to salt brine storage tanks on the floor below—and then to the tanning drums on the ground floor.

Good Housekeeping

We believe in good housekeeping as an important factor in safety. A typical example is our hide-trimming room where floors are kept dry and clean. All hide trimmings are immediately disposed of on a conveyor belt below the backboard and automatically carried to storage bins. Loading into outgoing cars is accomplished by gravity.

In our Blue Sort Department good lighting and modern working conditions have improved our help situation considerably. Today our Personnel Department has a waiting list.

Our new Press Department is spacious—and aisles are wide. Tile walls, brick flooring, glass block windows, and fluorescent lighting are features worth noting in this room equipped with a double row of Sheridan presses.

We are happy to tell you what we have been able to accomplish at Rueping's in the way of making our tannery a better place in which to work. If we have been able to contribute any ideas from our experience that will prove helpful in promoting the welfare of the tanning industry, we shall feel that we have been amply repaid.

— END —

MERIT RATING

(Continued from Page 12)

chinery or facilities or materials to be utilized. Some jobs include supervision, some are closely overseen, others periodically supervised. Supervision should have authority to fulfill its responsibilities. The holders of jobs are sometimes asked to write the descriptions of jobs which they hold. Or, an interviewer may record the descriptions of the jobs using guide information to shorten the interviews with the job holders. Usually the interview method is better in shoe factories.

The number of different job classifications in a shoe factory is ordinarily many at the start, but in the comparison and cross-checking of the jobs this original number may well be considerably shortened.

It has been our experience that

there is more likelihood of jobs being minimized unduly or even disparaged than there is probability of jobs being exaggerated unrealistically or built-up to larger proportions than is warranted. In some cases the ratio of such under-statement to over-statement by supervisors may run as high as eight to one. For best practice, all jobs should be described somewhat on the up-side, consistently, rather than discounted. This progressive attitude is particularly important in growing companies which are forward looking.

When all of the jobs in the shoe plant and office have been analyzed carefully and well described the evaluation of the occupations proceeds. Tables of values in points are developed for the particular factory, variety of products and types of operations. The information and data available is used to meet the requirements of the factory to serve the best interests of company management, supervision, office manual and machine operations. Those tables are prepared during the period in which job analyses and job descriptions are being made. This preparation avoids delay in evaluations.

After the point values of the factors and sub-factors of the evaluation scales of the tables have been applied to the descriptions, they are totalled for each occupation. A chart is drawn up listing factors horizontally across the top margin of headings and listing occupations vertically at the left. Occupations are listed in order of number of total points, for a "ladder."

Then the point values for the factors are intensively compared and contrasted to have the advantages of the "factor comparison plan" added to the advantages of the "point plan" of occupational evaluation. Adjustments are made where indicated.

No attention or thought has yet been given to pay, wages and salaries, the money side of occupations. This is intentional. It is a studied and broad-gauged plan to evaluate occupations newly and freshly, and inde-

pendently of previous conceptions or traditions. Some occupations may have been under-rated previously. Others may have been over-rated. Psychologically and organizationally, the under-ratings are apt to be more harmful in the shoe industry, than over-ratings. Economically, the jobs previously over-rated have problems which have to be solved thoughtfully and carefully.

Normal turnover of personnel, or perhaps transfer of individuals to other occupations consistent with higher pay arrangements are two ways of meeting these problems. Or, in some instances, occupations may be developed and built up to greater importance to obtain good value from pay-money, previously unwisely expended in the faulty or inadequate evaluation of occupations by traditional methods.

Graph Comes Next

A graph is next prepared showing point values horizontally and money values vertically in graduated scales from lowest to maximum points and maximum pays respectively. All occupations are plotted at intersections of point and pay lines. Through the mathematical formulae of least squares, the trend-line is determined for this scatter diagram of plottings. Above and below the trend-line two limit lines are drawn, usually with a ten percent spreading. Then the occupational classifications are boxed between the limit lines to conform to groupings of the plotted dots and the pay ranges for the several classifications are selected carefully to have logical steps for upgrading.

Where shoe factories have money piece-work or time standard piece-work with guaranteed minimum occupational base rates, the management sometimes believe that the operators' earnings on machine or bench operations provide merit rating automatically, in the form of wages. However, there are other influences in the merit rating of employees besides earnings. Dependability, attendance, cooperativeness and team spirit, progressiveness and willingness to receive, or receive and give, instructions and orders and to learn, understanding of occupation, supervision need, versatility, quality of workmanship, quantity of production, costs, help to others, commendations are among other factors of importance.

Therefore, even though an accustomed routine has been showing job groups with a presumption that all

members of the groups are similar in rating, there are advantages to the individual employees, supervisors and management to have merit rating forms which are initiated by the individual, who is directly concerned. These forms are checked and added to by superiors and appraised by the personnel director or official in charge of personnel, to insure fairness and completeness of the personnel records of the shoe factory.

The merit rating forms are carefully developed for the particular shoe factory to include benefits of past record and information, with additional rating factors decided to be advisable to accord with the job analyses and occupation evaluation brackets and production, quality and cost requirements of the company.

It is fine in a progressive shoe factory to have merit rating provide two or more opportunities for each employee to advance so that the individual can:

- (1) Improve his standing within the occupational pay bracket of his present job, or
- (2) Fit himself and qualify for upgrading to a higher bracket or brackets.

It is quite customary in industry to start the job analyses and descriptions with the manual and machine operations, indirect work, then supervisors, office employees, officials, and sometimes officers of the company, except president and general manager. In this way information on lesser jobs is useful in building up information towards higher or more responsible jobs, and more centrally located jobs, such as office work. There are advantages and disadvantages in this sequence, the advantages normally surpassing.

In the shoe manufacturing industry, supervision is so important because of the style changes and quality specifications. Therefore it seems better to start with indirect and supervisory job analyses and descriptions, next office and officials, and finally manual and machine jobs.

Occupational Evaluation and Merit Rating may well precede introduction or improvement of a flexible budgetary control plan in the shoe factory. The budgetary control is well-aided by up-to-date merit rating of supervisors and officials and indirect workers. It is made more effective by incentives to beat reasonable budgets. These are other steps in the engineering program for betterment and cost reduction, with savings projected, practically.

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**They get results—
only \$2.50 per inch**

**Send copy to Leather and Shoes,
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SULPHITE CELLULOSE

(Continued from Page 14)

2. An organic compound which is a basic calcium salt of a lignosulphonic acid.
3. A process effluent having its biological oxygen demand reduced about 80 percent in comparison with the original untreated liquor, and hence suitable for discharge into a stream.

The organic lignin precipitate may be pressed and the solution thus obtained used for the production of tanning extracts.

The first use of waste sulphite liquors for tanning purposes was by Mitscherlich of Germany in about 1878. However, instead of using one of the generally accepted woods for paper making by the sulphite process he used oakwood. Inasmuch as oakwood contains a considerable amount of tannin (five to eight percent) it should not be at all surprising that the extract he obtained, by evaporating the waste sulphite liquors, should have shown very good tanning properties. Mitscherlich was granted a German patent.

Limited Use

Mitscherlich's patent was exploited only to a limited extent, because it was found that woods having a high tannin content do not lend themselves for the production of good paper. However, at present large quantities of chestnut oakwood are being used for paper making, but in this instance the tannin is first extracted, and the spent wood it used for making paper by the sulphite or kraft process.

When other paper manufacturers attempted to produce tanning extracts from waste sulphite liquors obtained from other woods, such as spruce and other paper-making woods, their results were disappointing because the extracts seemed to be lacking in tanning or leather-making properties. This was not due so much to the extracts themselves as to the manner in which they were employed. Tanning liquors prepared from waste sulphite liquors, in nearly all cases, contain little or no tannin, and therefore require special handling in the tanning.

The method of treating waste sulphite liquors, to produce tanning extracts on the order of "sulphite-cellulose," has been the subject of many patents, in this country and

abroad, especially England. Proctor (1909) stated: "it is impossible to make anything resembling leather using sulphite-cellulose alone; at the same time, it may be used in connection with the ordinary vegetable tanning materials." About that time, it was brought out that "sulphite-cellulose" extract could be used in the tanning process, but the subject was one which required further investigation; also that it had already been shown that these extracts have the power of combining with hide to produce a leather of a kind."

Hunt (J.A.L.C.A., 1911) stated that "sulphite lignin properly prepared produces a leather which is stronger than leather which I have ever seen tanned with any other material, shows no signs of decay, and which by actual test has proved to be outlasting both oak and hemlock leathers."

A. Harvey is also reputed to have succeeded in tanning hide by means of sulphite-cellulose extract, and stated that the appearance of a section of the resulting leather was similar to that produced by means of ordinary vegetable tanning materials. However, the leather was very empty and thin, as well as possessing drawn grain, but the "tinniness" mentioned by other investigators was absent. Undoubtedly, the skin was changed into some type of leather. Such leather would be of little value for sole leather purposes. Harvey also observed that if sulphite-cellulose extract is used at the start of the tanning process, but not in too great excess, it will combine with the hide substance in such a manner as to be incapable of being washed out by water. But if used for filling purposes it is quite easy to be detected in an aqueous extract of the leather.

The methods for the manufacture of sulphite-cellulose extracts for tanning purposes from waste sulphite liquors have varied greatly. Horrocks and Tullis were granted English patent in 1914, which covered a tanning extract prepared from waste sulphite liquors by treating with some soluble salt, such as magnesium sulphate. The mass which is precipitated is pressed off and dissolved in hot water. Another English patent was granted to Byrom in 1914, which is both complicated and interesting. "The concentrated sulphite-cellulose extracts are treated with phenols, amino-compounds or naphthalene disulphonic acid, or with the middle oil or heavy oil from the distillation of coal, whereby a soluble light tanning will be obtained."

In connection with Byrom's patent,

it would be a miracle if the mixture of sulphite-cellulose liquor and the substance suggested did not show some tanning or leather-making properties. F. H. Small (J.A.L.C.A., 1913) stated: "There are no substances with the property of tannin which could be isolated from sulphite-cellulose extract." However, to refute Mr. Small's statement, Dickerson reported the results of five tests: "The first test was made with sulphite-cellulose extract; the second, clarified quebracho; the third, ordinary quebracho; the fourth, a blend of two-thirds ordinary quebracho and one-third sulphite-cellulose extract; the fifth, half and half of the two ma-

terials. The results showed that sulphite-cellulose extract was more thoroughly combined than the tannin of quebracho."

Further tests made by Dickerson (J.A.L.C.A., 1914) with quebracho, oak bark, and hemlock barks brought him to the conclusion that, "The cellulose (sulphite-cellulose) liquors gave an absolutely permanently combined form of tannin with the hide substance." This, of course, is a very broad statement, but others have made somewhat similar claims.

(Note: Another article in this series dealing with Vegetable Tanning Extracts from Waste Sulphite Liquors will follow soon.)

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Improves the Quality of

Your Leathers

...by penetrating the leather rapidly—raising the pH uniformly throughout the thickness of the hide.

...by maintaining the grain.

...by improving dyeing characteristics.

Specify SOLVAY AMMONIUM BICARBONATE for quality leathers!

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Deaths

Lt.-Com. Louis E. Wright

... shoe manufacturing executive, died recently of a drowning accident which occurred at West Falmouth, Mass. He was associated with E. T. Wright Shoe Co., Rockland, Mass., shoe manufacturer founded by his grandfather, the late Edwin T. Wright. He was a

naval veteran of World War II and active in naval aviation since that time, holding a reserve commission. More recently, he was manager of the Post Exchange at Camp Edwards, Falmouth, Mass. He was well known as a sportsman and golfer. He leaves his wife, M. Shirley Joyce; two daughters, Joyce L. and Mary E.; his parents, Mr. and Mrs. Louis F. Wright; and a brother Hobart.

Homer A. Ralston

... 63, shoe superintendent, died recently of a heart attack in Barnes Hospital, St. Louis. He had been suffering from a serious heart condition for the past few years. A superintendent of the Rolla, Mo., plant of Johnson, Stephens & Shinkle Shoe Co. until his retirement two years ago, he had joined the firm in 1916 and worked up through various departments. A son, Homer, Jr., is now superintendent at the plant. In addition to his son, he leaves his wife, Myra; three brothers and a sister.

Richard W. Bowen

... 50, shoe superintendent, died recently in St. Elizabeth Hospital, Hannibal, Mo. He was superintendent of the Seventh Street plant of International Shoe Co. in Hannibal. Well known in the shoe manufacturing field, he first came to the International plant in 1941 from the firm's Jerseyville, Ill., plant. He had succeeded his father, the late B. H. Bowen, as superintendent at the Jerseyville plant. He was also prominent in civic affairs. Survivors include his wife, Anna; two sons, Richard W., Jr., and Frederick N.; a daughter, Mrs. DeForrest Bailey, his mother, a brother and two sisters.

Elmer Mathewson

... 48, synthetic leathers and fabrics executive, died of a heart attack at the home of friends in Park Ridge, Ill., on April 7. His sudden death, attributed to a heart attack, came on the day before his appointment as assistant to the president of Textileather Corp., Toledo, O., manufacturer of synthetic leathers, was to have been announced. Mathewson had been in the textile industry for the past 30 years and had been associated with the American Thread Co. and other firms. He leaves his wife, Florence.

Henry J. Reed

... 68, shoe foreman, died April 4 at his home in Lewiston, Me., after a sudden heart attack. He had been in ill health for some time. He had been employed as a foreman at Federal Shoes, Inc., Lewiston, for many years previous to his retirement. He leaves his wife, Leona C.; two daughters, Mrs. Nellie Murphy and Miss Theresa Reed; a son, John; and a sister and brother.

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(Synthetic Fat Liquor)

Economical—All Around Fat Liquor
UNEXCELLED FOR SUEDE OR WHITE LEATHER
Stable against practically all tanning chemicals
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Non-yellowing, Lightfast, producing dry, flexible leather

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Factory Superintendent

HELP WANTED: Factory Superintendent, experienced in the manufacture of all leather and leather combination work gloves. Must be capable of complete supervision in cutting, stitching and finishing departments. Good opportunity. Located in Missouri. Address D-12, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

(See Page 49 for other Classified Ads.)

Canada

- Footwear manufacturers of the United Kingdom will be among exhibitors at the Canadian International Trade Fair in Toronto May 28-June 8. The Fair is sponsored by the Canadian Government. Women's shoes in fashion, walking and casual styles will be displayed along with all types of men's high grade footwear.



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The Services of our Research Laboratory
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Not merely a name, but
a brand of Distinctive Ex-
cellence.

LEATHER and SHOES

THE STORY OF TEN LITTLE FREE WORKERS

These Are the Workers

1 Learner	2 Doctor	3 Railroader	4 Miner	5 Steelworker
6 Farmer	7 Lawyer	8 Grocer	9 Salesclerk	10 Reporter

Ten little free workers in this country fine and fair.
But if you cherish your freedom—worker have a care!

Ten little free workers—Learner was doing fine
Until the socialists got him—then there were nine.

Nine little free workers laughed at Learner's fate
Along came federal medicine—then there were eight.

Eight little free workers thought the country heaven
But the government took over the railroads, then there were seven.

Seven little free workers—'till the miners got in a fix.
Uncle said coal's essential and took over leaving six.

Six little free workers 'till the day did arrive
The steel mills too were federalized—then there were five.

Five little free workers—but the farmers are free no more.
The farms have been collectivized—that leaves only four.

Four little free workers 'till the government did decree
All must have free legal advice—then there were three.

Three little free workers—the number is getting few,
But with government groceries selling food—then there were two.

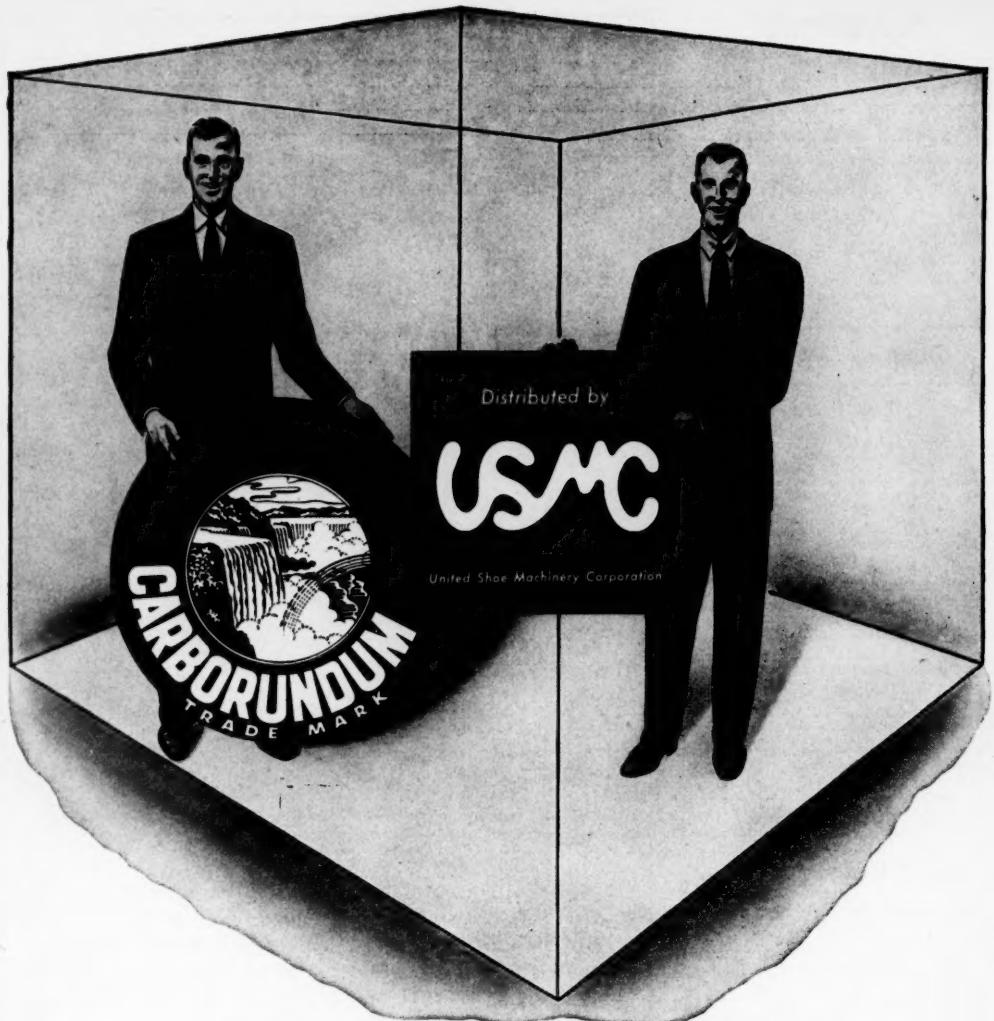
Two little free workers—our story's almost done,
With clerks at work in federal stores—that leaves only one.

One little free worker—the reporter son-of-a-gun
Mustn't criticize government—so now there are none.

Ten little workers—but they are no longer free,
They work when and where ordered, and at a fixed rate you see,

And it all could have been prevented if they'd only seen fit to agree
And work together instead of saying "it never can happen to me!"

THE POTOMAC EDISON COMPANY



You get Both in One "Package"...
Carborundum's* Quality and United Service!

Yes, abrasives unexcelled for performance plus the services of a supplier with know-how...these are what you get when you order Carborundum's coated abrasives from United. United service pays off, too, in helping you determine the most economical quantities for your requirements...in

simplified inventories...quicker deliveries. Shoe manufacturers everywhere have found that this useful combination of top product quality and efficient service assures a satisfaction unobtainable elsewhere. Call your United branch office.

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BOSTON, MASSACHUSETTS

CLASSIFIED ADVERTISING

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SUITABLE FOR ALL Automotive, Industrial and Domestic purposes. In Full Skins and Cut Squares.

Plain and Cellophane Packed
Lowest Prices — Prompt Delivery
WOODACRE CHAMOIS CO., LTD.,
Leather Dressers
DARWIN-LANCS-ENGLAND.

Suftko Tool & Die Co.

MFR. OF patented single glove turning machine for work gloves also a 4-finger turning machine for dress or canvas gloves — absolutely guaranteed to eliminate all punching holes in fingers. Mfr. glove dies, sporting goods dies, steel dies, leather dies, envelope and adjustable dies. Also leather repair equipment. Finest accurate dies made in U.S.A. Write to 4053-4055 Carroll Ave., Chicago 24, Ill. Telephone Van Buren 6-9112.

Wanted: Surplus Stocks

SHOE MANUFACTURERS' SURPLUS OF Shoes including Close outs, Samples and Factory Damages
Also LEATHER SURPLUS and REMNANTS.

WRITE
MATT AMROSE & SONS,
SYRACUSE, N.Y.

Split Bellies

FOR SALE:

Weekly 3,000 Pickled Split Bellies,

90% big packer take-off,
medium to heavy weights.

Inquire to Box D-6,
c/o Leather and Shoes,
300 W. Adams St.,
Chicago 6, Ill.

Equipment Wanted

WANTED: Tan Wheels and Paddle Wheels in first class condition. Also Shaving and Buffing Machines and a splitting machine. Send full description as to size and condition, also prices. Address D-7, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

SHOE RACKS

36 Pair Dowel Racks
&
36 Pair Pin Racks

All hardwood construction

Ball bearing threadguard casters

Manufactured by
HIGH GRADE RACK CO., INC.
130 Monroe St.
Lyndon, Mass.

Rates

Space in this department for display advertisements is \$4.00 per inch for each insertion except in the "Situations Wanted" column, where space costs \$2.00 per inch for each insertion.

Undisplayed advertisements cost \$2.50 per inch for each insertion under "Help Wanted" and "Special Notices" and \$1.00 per inch for each insertion under "Situations Wanted."

Minimum space accepted: 1 inch. Copy must be in our hands not later than Tuesday morning for publication in the issue of the following Saturday.

Advertisements with box numbers are strictly confidential and no information concerning them will be disclosed by the publisher.

THE RUMPF PUBLISHING CO.
300 W. Adams St. Chicago 6

Wanted

\$30.00 PER TON paid for China Split Trimmings provided we receive large percentage of shoulders and pieces of fair size. \$110.00 per ton paid for Pickled Shoulders, Split and Trimmings of fairly good size. We use this material in a continuous flow of carload lots. Send along description and prices to D-8, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

Machinery for Sale

FOR SALE: Four 12" Turner Shaving Machines, three Turner E Serial Table Setting-out Machines. Also one Baker-Layton 5' Seasoning Machine. Address D-9, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

SEDGWICK K. JOHNSON

Leather Chemist and Tanner

Research and Government Work a Specialty

E-4 19 Flinny Place, Elizabeth 3, N.J.
Elizabeth 3-7536

For Sale at Low And Attractive Prices

Natural Cordovan Offal, suitable for stitching-down shoes, counter pockets, straps, etc. 3-5 ounce, 42,000 lbs.

White Alum Sheepskin pieces, best quality, flat in cases, 3,000 lbs.

Various colors Grain, Uph. Lea. separated, sorted and trimmed, flat packed, 32,000 lbs.

Rubberized felt, 1/8 to 3/16" thick—black, some white—30-36 inch width, full rolls, 25 to 100 yards in a piece, about 1,500 lbs. Corduroy or file cloth in bolts, 9,200 lbs.

Knitted Brushed Sis Cloth—60" width—1/2 to 10 yards long—numerous pastel colors, 9,000 lbs.

Blanket Ends, various wool content up to 50 percent—pastel colors, 1/4 to 1/2 yard by 56" Mill Flat packed in bales, 6,500 lbs.

Canton Flannel, 1 to 10's, 10 to 20's, and 20 to 40's, some full pieces, unbleached, Golden Brown, Grey, Mottled, Grey, Black, 6 to 11 ounce.

Spun Rayon, Sport Cloth, numerous beautiful shades, various qualities, full widths, samples, from 1/2 to 1 1/2 yards, 6,600 lbs.

Table Oil Cloth, Back Side, plain-in remnants mostly in solid block cuts of good size, 24,000 lbs.

Artificial Leather remnants—about 1.4 to 2 yards flat folded, 38,000 lbs.

Sponge Rubber on Burlap Back, fine quality, new in full rolls, 60" width, 3,000 lbs.

Raw Materials in Cereals or Small Lots

A. Buttons, Full Buttons

We Just Keep Moving Our Stock.

Takes Advantage of Our Low Prices.

Be One of Our Satisfied Customers.

We Guarantee Satisfaction.

Write for Your Needs — We Will Reply Promptly and in Detail with Samples, if necessary.

CENTRAL MERCANTILE CO.
217 Milwaukee Ave., Chicago 6, Ill.

Available

A-1 RETAIL LOCATION Eastern North Carolina town — one door from Kress and Merit. 128' x 22' — two doors, mezzanine 22' x 40'. Ten year lease on favorable terms. Address D-11, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

Situations Wanted

Leather Man

Receiving, sorting, shipping of leather crusts, hides. Experienced factory and wholesale men with judgment of manufacturing, finishing and sales. Looking for suitable job. References. Address Box X-24, c/o Leather and Shoes, 10 High St., Boston, Mass.

Cutting Room Foreman

Cutting room man of wide experience available April 10. Prefers New England position but will go anywhere if satisfactory arrangements can be made. Knows how to train new help and get along with workers. Apply Box X-26, L&S, 10 High St., Boston 10, Mass.

Help Wanted

Salesman

to carry a side line of medium priced, type women's shoes. Give territory traveling and trade connections. Write Box X-23, c/o Leather and Shoes, 10 High St., Boston, Mass.

Chemist

EXPERIENCED IN leather and metal finishes. Medium size manufacturer in Wisconsin. Our employees know about this ad.

Address D-10,
c/o Leather and Shoes,
300 W. Adams St.,
Chicago 6, Ill.

BOUGHT — SOLD

Titanium — Lithopone
— Zinc Oxide — Cellulosives
— Glycols — Ethanolamines
Dyes — Chemicals — Extracts
Greases — Residues
Bichromates — Oils — Waxes
By-Products — Wastes

CHEMICAL SERVICE CORP.

80-02 Beaver St., New York 5, N.Y.

LEATHER SPECIALTIES

PROCESS DEVELOPMENT

PURE-TAN

(QUEBRACHO CRYSTALS)

GEORGE H. GRISWOLD

14 Franklin St. Salem, Mass.

Coming Events

April 15-16, 1951 — Fifth Annual Fall Shoe Show, sponsored by St. Louis Shoe Manufacturers Association. Hotel Statler and other leading St. Louis hotels.

April 15-19, 1951—Advance Fall Shoe Show. Sponsored by New England Shoe and Leather Association. Hotels Statler and Touraine, Boston.

April 21-25, 1951 — Southeastern Shoe Travelers' Show, Biltmore, Hotel, Atlanta. May 6-9, 1951—Fall Shoe Show, sponsored by Southwestern Shoe Travelers Association. Adolphus, Baker and Southland Hotels, Dallas, Texas.

May 6-10, 1951 — Popular Price Shoe Show of America showing for Fall 1951. Sponsored by New England Shoe and Leather Association and National Association of Shoe Chain Stores. Hotels New Yorker and McAlpin, New York City.

May 13-17, 1951 — Shoe manufacturers' annual Fall Showing at Parker House, Boston.

May 19-26, 1951—National Foot Health Week, sponsored by National Foot Health Council.

May 20-22, 1951—Third Factory Management Conference, sponsored by National Shoe Manufacturers Association. Netherlands Plaza Hotel, Cincinnati, O.

May 27-29, 1951—Mountain States Fall Showing, sponsored by Mountain States Shoe Travelers Association. Albany Hotel, Denver, Col.

June 11-12, 1951—Seventh Annual Meeting of National Hide Association, Muehlebach Hotel, Kansas City, Mo.

June 11-14, 1951 — 1951 annual meeting of American Leather Chemists Association. Hotel Griswold, Groton, Conn.

June 24-27, 1951—Mid-Atlantic Shoe Show, sponsored by Middle Atlantic Shoe Retailers Association. The Ambassador, Atlantic City, N. J.

July 22-25, 1951 — Baltimore Shoe Show, sponsored by the Baltimore Shoe Club. Lord Baltimore Hotel, Baltimore, Md.

Aug. 21-22, 1951 — Official Opening of American Leathers for Spring and Summer 1952. Sponsored by Tanners' Council of America. The Waldorf-Astoria, New York City.

Oct. 29-Nov. 1, 1951 — National Shoe Fair, sponsored by National Shoe Manufacturers Association and National Shoe Retailers Association. Palmer House and other hotels, Chicago.

October 25-26, 1951—Annual Fall Meeting of Tanners' Council of America, Inc. Edgewater Beach Hotel, Chicago, Ill.

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"Whether there be Prophecies, They Shall Fail"

. . . those words, spoken by a redoubtable seer nearly 2000 years ago, have probably never been so pertinent as they are today. For today's most carefully computed prediction is liable to prove completely false tomorrow. We are certainly not attempting to prophesy anything, but are simply keeping "our noses to the grindstone." And by that we mean doing all we can to continue providing the leather industry with top quality tanning aids . . . as we have done for years.

The pictures shown here bear witness in our behalf. At first glance, they may appear quite unrelated to the headline. But, indeed, they team with it to emphasize the message we would leave with you: *Whatever the uncertainties ahead, you can do no better than call upon the experience, skills, and facilities we have accumulated at Nopco*, to obtain service that's unsurpassed.*

Right now, we are prepared to supply you with fatliquors for every type of leather, plus the leather sponging compounds, alum stable oils, and other specialty items for which we are famous.

Should essential materials dwindle to such short supply that we cannot maintain present formulations, we have other excellent formulations in reserve—designed to "hold the line" in the event of bitter emergency.

Nopco has spent years developing and manufacturing products that go to make good leather better. You can rely upon us to continue doing so, to the best of our ability, come what may.

If you will send us your specifications, we shall be glad to make recommendations based upon your particular needs. And remember, we stand ready at all times to supplement our laboratory data with technical assistance in *your own tannery*—to make certain the leathers you produce have just the characteristics you desire.



NOPCO CHEMICAL COMPANY

HARRISON, NEW JERSEY

Branches: Boston, Chicago, Cedartown, Ga., Richmond, Calif.



Nopco Headquarters—Harrison, New Jersey



New Nopco Research Laboratories



Tanners' samples are inspected before testing

Tumbling barrels approximate tannery processes



Solubility Stability

Level-dyeing DERMA COLORS are specially prepared for chrome-tanned leather by the Sandoz Leather Color Development Laboratory. They have unusually good solubility and excellent stability against changes in pH. The shade can be built up without the undesirable effects often encountered with ordinary dyes.

For finishing operations, the Extra Concentrated types maintain uniform viscosity and remain clear even after prolonged aging.

DERMA COLORS include Derma Blue 2B, Derma Green B, Derma Brown R, Derma Brown G, Dermacarbon Black B.

SANDOZ CHEMICAL WORKS, INC., 61-63 VAN DAM STREET, NEW YORK 13, N.Y.
Also Boston, Charlotte, Chicago, Paterson, Philadelphia, Providence, Los Angeles and Toronto

SANDOZ thinks ahead with leather

